DOCUMENT RESUME

ED 199 350 UD 021 300

AUTHOR Briley, Kyle D.: And Others
TITLE Black Employment in Kentucky State Agencies. More Blacks Employed But Salary Gap Widens. Staff Report 80-3.
INSTITUTION Kentucky Commission on Human Rights, Louisville.
PUB DATE Jun 80
NOTE 67p.: Some tables and graphs may be marginally legible due to small print. For related documents see UD 021 298-299 and UD 021 301.

EDRS PRICE MF01/PC03 Plus Postage.
DESCRIPTORS *Blacks: *Employment Practices: Equal Opportunities (Jobs): Personnel Data: *Personnel Integration: Personnel Policy: Racial Integration: *Salary Wage Differentials: *Staff Utilization: *State Agencies
IDENTIFIERS *Kentucky

ABSTRACT

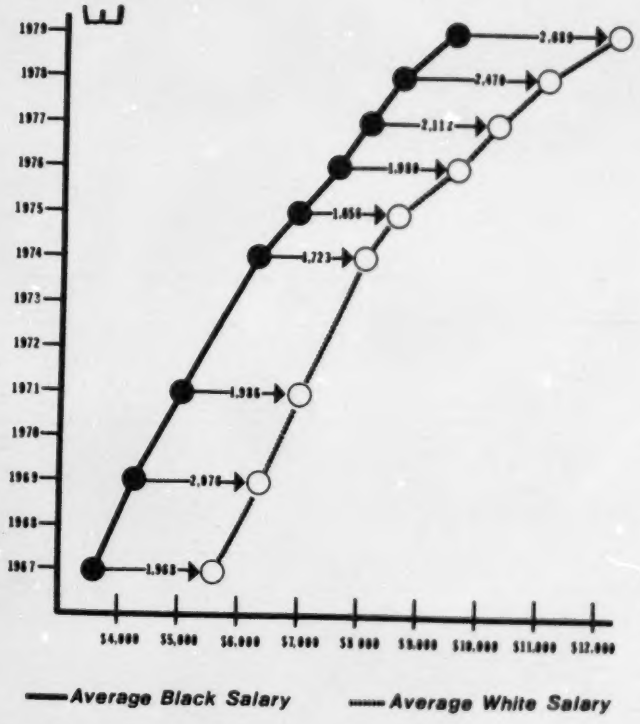
Statistics regarding black employment in Kentucky State agencies as of November, 1979 were examined. Data indicated that the number of blacks employed by the State increased since 1977. Nine agencies employed 91 percent of all blacks in the government, while ten agencies remained all white. One-half of all blacks in the State government were employed by the Department for Human Resources. The number of blacks working in health related fields increased by five percent during the past two years. Salary gaps were found to exist between black and white workers. While blacks made up 6.6 percent of the work force, they earned 5.2 percent of the State payroll. The average salary difference was $2,689 per year. Five departments had salary gaps of over $6,000 per annum. Almost three-fourths of all blacks and one-half of all whites in the State government earned less than $900 per month. Of the 1,968 different job categories in State government, blacks worked in 466. The largest job category for blacks was that of janitor. Blacks gained 200 jobs in lower paygrades since 1977, while whites lost 2,000 jobs in those paygrades. In the middle paygrades, blacks gained 293 jobs while whites gained 4,320. (MK)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

MAR 4 1981

Black Employment In Kentucky State Agencies

ED199350



More Blacks Employed
But Salary Gap Widens

STAFF REPORT 80-3

Kentucky Commission on Human Rights
Commonwealth of Kentucky
832 Capital Plaza Tower
Frankfort, Kentucky 40601

ED021300

U S DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY
J. Marten
Ky. Comm. on Human Rights
TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

H I G H L I G H T S

1. More blacks were employed by state government than ever before as of November 1979. A total of 2,707 blacks worked in state government for a 6.6 black percentage rate--the highest ever.

2. Blacks made up 6.6 percent of the state workforce but they earned only 5.2 percent of the state payroll leaving a 1.4 percent gap between the black workforce and the black payroll.

3. The salary gap between blacks and whites expanded to a new record difference of $2,689 per year--a jump of over $500 since 1977. If blacks had earned on any equal basis to whites they would have earned an additional $7 million in 1979.

4. Nine agencies employed 91 percent of all blacks in state government. Ten agencies were still all-white.

5. The Department for Human Resources employed over one-half of all blacks in state government (1,394). Over one-half of the blacks in the Department for Human Resources (743) were employed in the Bureau for Health Services.

6. Five departments had salary gaps of over $6,000 per year. Those were: Auditor of Public Accounts, Office of Public Protection and Regulation Cabinet, Department of Banking and Securities, Department of Insurance and the Office of the Development Cabinet.

7. In 1979, almost three-fourths of all blacks in state government made less than $900 per month while only one-half of whites made less than $900 per month. In 1977, 90.5 percent of whites made below $900 per month.

8. A total of 23 state agencies had at least 75 percent of all their black employees in the bottom half of the state paygrades causing a black concentration in the lower paygrades.

9. Of the 1,968 different job categories in state government, blacks worked in only 466--just 23.7 percent of all state job classes. The largest single job category for blacks was that of janitor with 149 blacks employed.

10. The concentration of blacks in health services jumped nearly 5 percentage points between 1977 and 1979. In 1977, 346 (15.7 percent) blacks worked in health services and in 1979, 462 (20.1 percent) blacks were utilized in health-related jobs.

11. Blacks gained almost 200 additional jobs in paygrades 8-14 while whites lost almost 2,000 jobs in those paygrades. In the middle paygrades (15-21), blacks gained 293 additional jobs while whites gained 4,320 additional jobs.

PREFACE

This is the ninth Kentucky Commission on Human Rights staff report on Black Employment in Kentucky State Agencies. The earilier studies analyzed employment statistics as of April 1962; July 1965; November 1, 1967; October 15, 1969; November 5, 1971; December 31, 1974; November 1, 1975; and November 1, 1977.

The data for this report is based on Personnel Department data including a computer run of November 1, 1979. It is subject to any errors resulting from reporting by individual departments and key punch operators. The data for each year are as comparable as possible and similar procedures have been followed in its preparation.

The Commission on Human Rights staff especially wishes to thank the Department of Personnel for its continued assistance in this project so that the commission staff can continue the objective, independent research and reports it has conducted on this subject in previous years.

ERRATA

The computer printout supplied by the Department of Personnel and used in preparation of this report omitted Anna Clay, a clerical assistant who joined the Kentucky Retirement Systems staff on July 24, 1979. Ms. Clay was hired at Pay Grade 8 and is now at Pay Grade 9.

TABLE OF CONTENTS

TEXT

Highlights i
Preface ii
Black Salary Continues to Grow 1
Many Agencies had Salary Gaps Higher Than State Average 7
Blacks Gained In Numbers 11
Blacks Concentrated in Lower Paying Jobs 18
Blacks Limited to Small Percentage of Jobs 29
Blacks Gained Additional Jobs in Lower Paygrades 42
Conclusions 50

TABLES

A--Numbers and Percentages of Black State Employees 1
B--Average Annual Salaries for Black and White State Employees 2
C--Black Share of Workforce Versus Black Share of Payroll 3
D--Black Payroll and Black Workforce in Each State Agency 6
E--Black Salary Gap in Each State Agency 10
F--State Agencies with 200+ Employees Below 4% Black 12
G--State Agencies who are the Major Employers of Blacks 13
H--Distribution of State Employees by Sex and Race 16
I--Salary Distribution of Full-Time State Employees 19
J--Blacks in Lower Half of State Pay Brackets 21
K--Leading Black Job Classes 29
L--Distribution of Black Employees in Ten Service Groupings 31
M--Range of Job Attainment 33
N--Percent of Black in Job Class with 20+ Employees 34
O--Black Share of Additional Jobs 44

GRAPHS

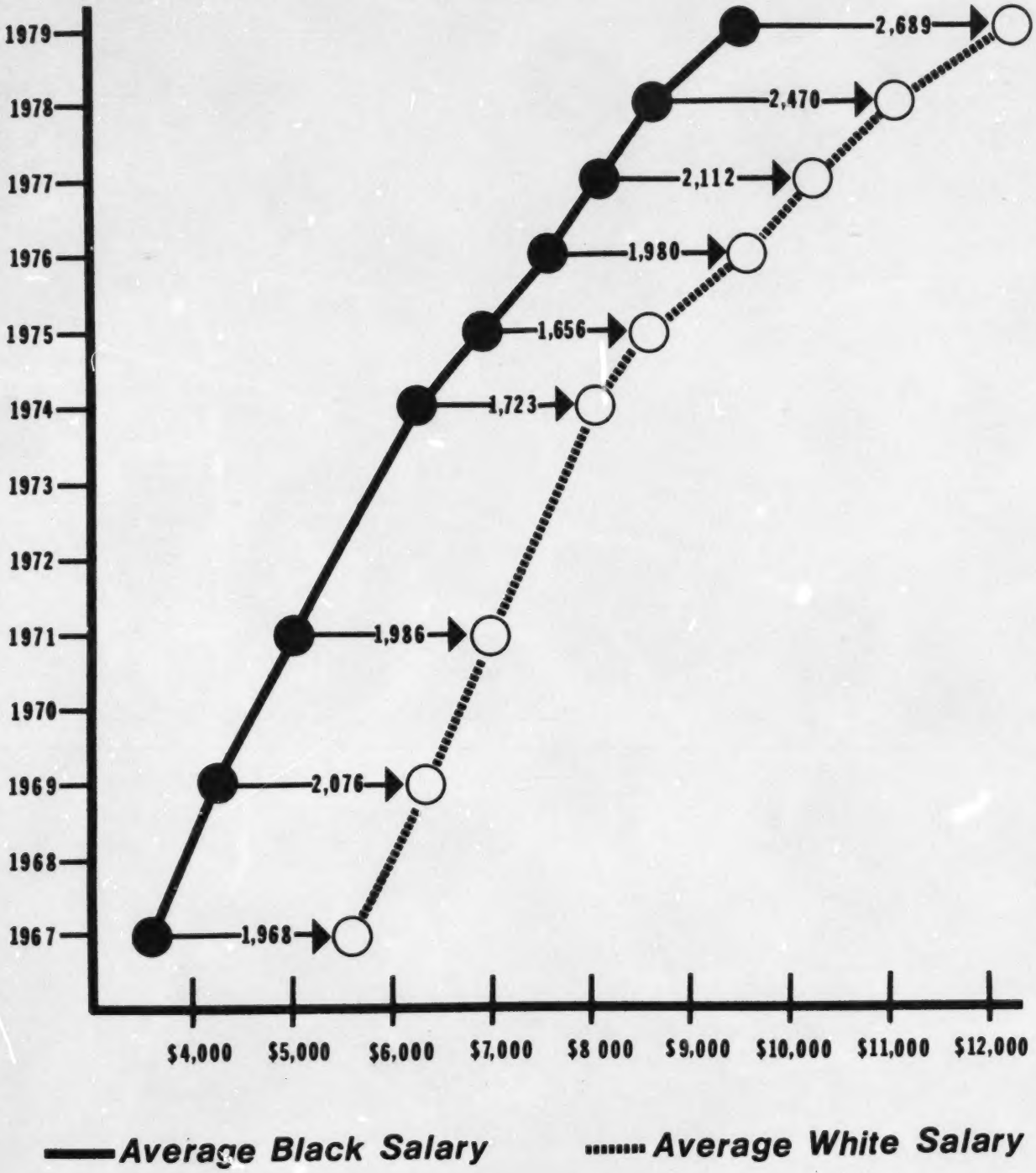
1--Average Annual Salary for Black and White State Employees v
2--Percentage of Blacks by Paygrade--All State Agencies 23
3--Percentage of Blacks by Paygrade--Agencies Minus DHR 24
4--Percentage of Blacks by Paygrade--Human Resources 24
5--Percentage of Blacks by Paygrade--DHR Secretary's Office 24
6--Percentage of Blacks by Paygrade--DHR Adm. Services 24
7--Percentage of Blacks by Paygrade--DHR Social Insurance 25
8--Percentage of Blacks by Paygrade--DHR Social Services 25
9--Percentage of Blacks by Paygrade--DHR Manpower Services 25
10--Percentage of Blacks by Paygrade--DHR Health Services 25
11--Percentage of Blacks by Paygrade--Transportation 26
12--Percentage of Blacks by Paygrade--Education 26
13--Percentage of Blacks by Paygrade--Parks 26
14--Percentage of Blacks by Paygrade--Natural Resources 26
15--Percentage of Blacks by Paygrade--State Police 27
16--Percentage of Blacks by Paygrade--Finance 27
17--Percentage of Blacks by Paygrade--Corrections 27
18--Percentage of Blacks by Paygrade--Labor 27
19--Percentage of Blacks by Paygrade--Revenue 28
20--Percentage of Blacks by Paygrade--Agriculture 28
21--Percentage of Blacks by Paygrade--Commerce 28
22--Percentage of Blacks by Paygrade--State Fair Board 28

APPENDICES

I Job Level Distribution of Black Employees 52
II State Salary Schedule - Classified Service 58
III State Salary Schedule - Medical Doctors 59

GRAPH NO. 1

AVERAGE ANNUAL SALARY FOR BLACK AND WHITE STATE WORKERS 1967-1979



BLACK SALARY GAP CONTINUES TO GROW

The salary gap between blacks and whites expanded to a record difference of $2,689 per year as of November 1979--a jump of more than $500 since 1977--even though there were more blacks employed by state government than ever before.

In November 1979, the black percentage, for the first time, went over the 6.0 percent mark and made up 6.6 percent of all state employees--a gain of 0.6 percent since November 1977. In November 1977, there were 2,125 blacks in state government and in 1979 there were 2,707 blacks, the largest two-year gain since the Commission began reporting on state government in 1962.

TABLE A

NUMBERS AND PERCENTAGES OF BLACK STATE EMPLOYEES, 1962-1979

	April 1962	Nov. 1967	Nov. 1975	Nov. 1976	Nov. 1977	Nov. 1978	Nov. 1979
Total State Employees	21,773	26,708	34,924	34,615	35,388	38,703	40,927
Black State Employees	958	1,408	2,023	1,968	2,125	2,397	2,707
Absolute Change in Black Employment	-	+178	+258	-55	+157	+272	+310
Black Share of Total Employment	4.40%	5.27%	5.8%	5.7%	6.0%	6.2%	6.6%
Change in Black Share of Total Employment	-	+14.00%	+0.3%	-.1%	+.3%	+.2%	+.4%

Along with the record increase in the number of blacks in the state workforce, the disparity of black and white salaries widened even further. If blacks had earned on an equal scale to whites during this two-year period, they would have earned an additional $7,279,123 per year. While the average white person earned over $12,000 in 1979, the average black person barely earned $9,500.

TABLE B

Average Annual Salaries for Black and White State Employees, 1967-1979

Average Annual Salary	1967	1974	1975	1976	1977	1978	1979
White	5,532	8,058	8,580	9,552	10,236	11,081	12,198
Black	3,564	6,335	6,924	7,572	8,124	8,611	9,509
Black Salary Gap	1,968	1,723	1,656	1,980	2,112	2,470	2,689

While blacks gained in both percentage of state workforce and percentage of state payroll, the larger gain in the workforce was accompanied by a wider imbalance in salary. In 1979, blacks made up 6.6 percent of the state workforce but they only earned 5.2 percent of the state payroll leaving a 1.4 percent gap between the black percentage of workforce and the black percentage of salary.

Despite the gain in the number of state jobs blacks held and the percentage of blacks in the workforce, the payroll disparity was not offset.

TABLE C

Black Share of Workforce versus
Black Share of Payroll

1977		1978		1979	
% Workforce	% Payroll	% Workforce	% Payroll	% Workforce	% Payroll
6.0	4.8	6.19	4.88	6.61	5.23

BLACKS NOT RECEIVING THEIR FAIR SHARE

The percentage of payroll paid to blacks indicates black progress in state government because it reflects both number of people in an agency and the level of pay they receive. Of the ten agencies where blacks earned more than seven percent of the payroll, only two--Commerce and Tourism--had a black payroll percentage higher than the black workforce percentage. The Department of Commerce had 12.8 percent black employment and 12.9 percent black payroll in 1979. The Department of Tourism employed 7.2 percent blacks but paid them 8.9 percent of the payroll.

The Bureau for Social Services within the Department for Human Resources had almost equalized their percent of black workforce with percent of black payroll with only a 0.57 percent gap between the two. They employed 256 blacks for a 8.5 workforce percentage and paid them 7.9 percent of the payroll.

The Department of Personnel also was close to equal workforce and payroll percentages for blacks having only a

0.76 percent gap between the two figures. Of the 182 workers in Personnel, 15 were black for 8.2 percent of the workforce. Those 15 were paid 7.44 percent of the Personnel Department payroll.

Blacks in the Kentucky State Fair Board received almost 15.7 percent of the State Fair Board payroll for the highest percentage of any state department. But when compared to the 22.4 percent black workforce in the agency, blacks were not earning their fair share.

Blacks earned almost 15.4 percent of the payroll in the Bureau for Health Services within the Department for Human Resources. However, a comparison with the 18.0 percent of blacks in the agency showed that blacks were not getting equal pay to whites.

Other agencies with a high black percentage of payroll was the Department of Commerce (12.9 percent), Governor's Task Force on Welfare Reform (12.3 percent), Department for Human Resources (9.3 percent), Bureau for Manpower Services (DHR) (9.1 percent), Department of Tourism (8.9 percent), Department of Finance (8.0 percent), Bureau for Social Services (DHR) (7.9 percent) and the Department of Personnel (7.4 percent).

Four other agencies in the state had blacks receiving a higher percentage of the payroll than their percentage of the workforce. The Energy and Utility Regulatory Commission paid blacks 4.0 percent of the payroll but only employed two blacks for a 2.5 percent black employment rate.

The Office of the Justice Cabinet paid its eight blacks 3.5 percent of the payroll but they made up only 4.4 percent of the department. In the Department of Energy, two blacks made up 3.1 percent of the workforce but received 3.5 percent of the payroll. The Department of Nautral Resources employed 19 blacks for a 2.5 workforce percent but they were paid 2.7 percent of the payroll.

Blacks in four state departments received less than 1.0 percent of the payroll of each department in 1979. Those departments were: Auditor of Public Accounts (0.65 percent), Department of Agriculture (0.24 percent), Department of Banking and Securities (0.88 percent) and the Department of Fish and Wildlife (0.42 percent).

TABLE D

Black Percentage of Workforce and Payroll
by State Agency

Name of Department	% of Workforce	% of Payroll
Governor's Office	0.0	0.0
Lieutenant Governor's Office	0.0	0.0
Legislative Research Commission	2.0	1.45
Secretary of State	0.0	0.0
Treasury Department	4.1	3.29
Office of Attorney General	3.9	3.08
Auditor of Public Accounts	1.1	.65
Department for Local Government	3.7	3.12
Department of Public Information	3.1	2.20
Department of Revenue	1.5	1.02
Teacher's Retirement System	0.0	0.0
Kentucky Retirement System	0.0	0.0
Department of Personnel	8.2	7.44
Department ot Military Affairs	3.4	2.16
Department of Finance	10.8	7.97
Office of Development Cabinet	4.4	2.89
Department of Agriculture	0.3	0.24
Department of Commerce	12.8	12.87
Department of Fish and Wildlife	0.7	0.42
Department of Parks	2.2	1.96
Kentucky State Fair Board	22.4	15.67
Department of Tourism	7.2	8.95
Department of Transportation	5.4	3.89
Department of Education	3.9	3.1
Department of Library and Archives	4.7	3.04
Kentucky Historical Society	3.3	1.83
Bureau for the Blind	4.6	2.78
Ky. Higher Education Assistance Authority	0.0	0.0
Kentucky Council on Higher Education	3.0	2.31
Office of Public Protection Cabinet	5.7	3.77
Alcoholic Beverage Control Board	8.2	6.47
Department of Banking & Securities	1.4	0.88
Department of Insurance	5.6	3.33
Department of Labor	4.3	3.84
Department of Mines and Minerals	4.9	3.78
Department of Housing	3.0	2.18
Board of Elections	6.7	3.73
Energy & Utility Regulatory Comm.	2.5	3.96
Kentucky Occupational Safety & Health	0.0	0.0
Local Disaster & Emergency Services	0.0	0.0
Office of Justice Cabinet	4.4	4.76
Bureau of Corrections	6.2	5.70
Bureau of State Police	3.0	2.08
Administrative Office of the Courts	4.3	3.42
Office of Commonwealth Attorney	0.0	0.0
Office of Public Advocacy	6.7	6.24
Prosecutor's Advisory Council	0.0	0.0
Office of Natural Resources	2.5	2.70
Department of Energy	3.1	3.50
Total Department for Human Resources	10.9	9.26
Office of Secretary	5.5	4.41
Office of Administrative Services	4.6	3.28
Bureau for Social Insurance	6.7	5.71
Bureau for Social Services	8.5	7.93
Bureau for Manpower Services	10.7	9.07
Bureau for Health Services	18.0	15.39
Governor's Task Force on Welfare Reform	14.3	12.30
Other Boards	4.2	2.69
Other Commissions	9.8	3.47

MANY AGENCIES HAD SALARY GAPS HIGHER THAN STATE AVERAGE

The large salary gap between blacks and whites in some departments further illustrated the unequal position of blacks in state government. Over 53 percent of all state agencies were above the average gap of $2,639. Five departments had gaps of over $6,000 between blacks and whites. Those were: Auditor of Public Accounts ($6,655), Office of Public Protection and Regulation Cabinet ($6,583), Department of Banking and Securities ($6,034), Department of Insurance ($6,026) and Office of the Development Cabinet ($6,017). The Board of Elections, Legislative Research Commission and the Bureau of State Police had gaps between $5,000 and $6,000.

The six agencies that had salary gaps in the $4,000 range were: Department of Mines and Minerals, Ky. Historical Society, Department of Fish and Wildlife, Ky. Council on Higher Education, Boards and the Department of Library and Archives.

Almost 30 percent of all state agencies had salary gaps that were below the state average. The Department of Parks had the lowest gap at $752. It was followed by the Bureau for Social Services, inside the Department for Human Resources, with a gap of $818. The Bureau of Corrections and the Office of Public Advocacy were next in line with gaps of $958 and $972 respectively.

The average black salary in six state agencies was higher than the average white salary. Those were the Department of Commerce, Energy and Utility Regulatory Commission, Department of Natural Resources, Office of the Justice Cabinet, Department of Energy and the Department of Tourism.

The 14 black employees at the Department of Commerce earned $49 more per year than their 95 white counterpart employees on the average. One reason for this was that a majority of blacks in the department were in paygrades 19 and 20 while the majority of white employees in the department were in pay brackets 19 and below.

The Energy and Utility Regulatory Commission only had 2 blacks among its 79 employees and one of those was Charles Lambert, vice-chairman of the commission. Lambert's salary was not available, and the other black in the commission was at paygrade 16.

The Department of Natural Resources only had a 2.5 percent black employment but 55 percent of their 29 black employees were at paygrade levels 19-22. Only 27 percent of their 1138 white counterparts were at those paygrades.

The Office of the Justice Cabinet had eight blacks among the 180 workers in their office and six of them were at paygrade 20 or above.

The Department of Energy only had two blacks in the department but one of them was at paygrade 26--one of the highest paygrades in state government.

Three of the five blacks in the Department of Tourism were at paygrades 16 and above while 67 percent of whites in the department were at paygrades 16 and below.

TABLE E

Black Salary Gap in Each State Agency

Department	Annual White Salary	Annual Black Salary	Black Salary Gap
Governor's Office	----------	NO BLACKS	----------
Lt. Governor's Office	----------	NO BLACKS	----------
Legislative Research Commission	17,852.04	12,643.92	5,208.12
Secretary of State	----------	NO BLACKS	----------
Treasury Department	12,917.76	10,344.00	2,573.76
Office of Attorney General	16,735.20	13,101.60	3,635.60
Auditor of Public Accounts	15,595.44	8,940.00	6,655.44
Department for Local Government	16,431.48	13,939.92	2,491.56
Department of Public Information	11,496.24	8,043.96	3,452.28
Department of Revenue	12,177.00	8,243.04	3,933.96
Teacher's Retirement System	----------	NO BLACKS	----------
Kentucky Retirement System	----------	NO BLACKS	----------
Department of Personnel	11,839.44	10,610.40	1,229.04
Department of Military Affairs	10,409.52	6,555.36	3,854.16
Department of Finance	11,819.28	8,423.76	3,395.52
Office of Development Cabinet	16,793.76	10,776.00	6,017.76
Department of Agriculture	11,469.60	8,112.00	3,357.60
Department of Commerce	15,763.20	15,812.28	(-49.08)[1]
Department of Fish and Wildlife	13,178.88	8,508.00	4,670.88
Department of Parks	7,812.36	7,076.64	735.72
Kentucky State Fair Board	9,797.16	6,311.04	3,486.12
Department of Tourism	10,401.24	13,092.00	(-2,690.76)[1]
Department of Transportation	11,256.12	8,012.76	3,243.36
Department of Education	14,119.80	11,002.08	3,117.72
Department of Library and Archives	11,698.80	7,393.44	4,305.36
Kentucky Historical Society	10,726.56	5,922.00	4,804.56
Bureau for the Blind	11,863.56	6,990.36	4,873.20
Ky. Higher Education Assistance Authority	----------	NO BLACKS	----------
Kentucky Council on Higher Education	18,798.60	14,244.00	4,554.60
Office of Public Protection and Regulation	18,654.12	12,070.44	6,583.68
Alcoholic Beverage Control Board	13,957.80	10,875.00	3,082.80
Department of Banking and Securities	16,378.68	10,344.00	6,034.68
Department of Insurance	14,576.16	8,550.00	6,026.16
Department of Labor	12,731.52	11,449.44	1,282.08
Department of Mines and Minerals	20,641.55	15,810.60	4,830.96
Department of Housing	14,064.84	10,157.04	3,907.80
Board of Elections	12,293.04	6,672.00	5,621.04
Energy and Utility Regulatory Commission	17,213.04	26,305.92	(-9,092.88)[1]
Ky. Occ. Safety and Health Review Commission	----------	NO BLACKS	----------
Local Disaster and Emergency Services	----------	NO BLACKS	----------
Office of Justice Cabinet	16,625.88	18,354.00	(-1,728.12)[1]
Bureau of Corrections	11,706.24	10,747.80	958.44
Bureau of State Police	16,163.16	10,959.00	5,204.16
Administrative Office of the Courts	13,559.04	10,651.08	2,907.96
Office of Commonwealth's Attorneys	----------	NO BLACKS	----------
Office of Public Advocacy	14,526.96	13,554.00	972.96
Prosecutor's Advisory Council	----------	NO BLACKS	----------
Department of Natural Resources	12,857.64	13,995.24	(-1,137.60)
Department of Energy	17.018.04	19,146.00	(-2,127.96)
Total Department for Human Resources	12,054.62	9,906.74	2,147.88
DHR - Office of Secretary	14,287.68	11,322.64	2,965.44
DHR - Office of Administrative Services	12,200.04	8,537.28	3,662.76
DHR - Bureau for Social Insurance	11,481.12	9,924.96	1,556.16
DHR - Bureau for Social Services	11,130.36	10,311.60	818.76
DHR - Bureau for Manpower Services	12,349.44	10,297.92	2,051.52
DHR - Bureau for Health Services	10,879.08	9,046.44	1,832.64
Governor's Task Force on Welfare Reform	23,186.40	19,512.00	3,674.40
Other Boards[2]	11,737.68	7,368.00	4,369.68
Other Commissions[3]	14,368.92	11,900.40	2,468.52

[1]Annual black salary higher than annual white salary.

[2]All state boards are included in this category unless specifically listed elsewhere such as the Board of Elections.

[3]All state commissions are included in this category unless specifically listed elsewhere such as the Energy and Utility Regulatory Commission.

BLACKS GAINED IN NUMBERS

Despite the widening of the salary gap, the number of blacks in state government increased significantly over the past two years. Compared to 1977 figures, 27 state agencies gained in the percentage of black employees while 17 departments lost in the percentage of blacks.

The Ky. State Fair Board had the highest percentage of black employees in state government at 22.4 percent (43 blacks). Next was the Governor's Task Force on Welfare Reform with a 14.3 black percentage rate but they only employed one black.

The Commerce Department, which was an all-white department in 1971, succeeded in recruiting 14 minorities and had a 12.8 percent black figure in 1979. The Department for Human Resources had an overall 10.9 percent black rate.

The Department of Finance, which traditionally has been a large employer of blacks, dropped steadily in the percentage of blacks during the last ten years but 138 blacks still made up 10.8 percent of the 1,273 employees in the department.

The Transportation Department has shown steady improvement in the hiring of blacks ever since the commission began reporting on state government in 1962. In 1965, the Highway Department--the forerunner of the Transportation Department--had only 0.8 percent black employment. In 1979, the Transportation Department had a

5.4 percent black employment with 495 blacks among the 9,189 employed.

Other departments posting a gain in the percentage of black employees since 1977 were: Administrative Office of the Courts, Alcoholic Beverage Control Board, Board of Elections, Boards, Bureau for the Blind, Department of Banking and Securities, Department of Insurance, Department of Justice, Department of Mines and Minerals, Department of Natural Resources, Department of Parks, Energy and Regulatory Commission, Ky. Council on Higher Education, Ky. Historical Society, Office of the Development Cabinet and Office of the Public Protection and Regulation Cabinet.

However, there were still some major state agencies that were below the 4.0 percent mark of black employees. Those included the Department of Education, Department of Parks, Bureau of State Police and the Department of Natural Resources--all of which had more than 1,000 total employees.

TABLE F

State Agencies with 200+ Employees Below 4% Black Employees

Name of Department	Total 1979	Black 1979	% Black 1979
Department of Education	3,832	151	3.9
Department of Parks	2,130	46	2.2
Bureau of State Police	1,578	48	3.0
Office of Natural Resources	1,167	29	2.5
Revenue Department	861	13	1.5
Department of Fish and Wildlife	301	2	.7
Department of Agriculture	289	1	.3
Department of Housing	233	7	3.0
Department of Military Affairs	206	7	3.4

Despite the poor black percentage that the Department of Education had, it was still the third largest employer of blacks in state government. The nine agencies listed below--the top nine agencies in the actual number of blacks employed--had 91 percent of all the black employees in state government. The first six employed 86 percent of all black state government workers.

TABLE G

State Agencies who are the Major Employers of Blacks in State Government

Name of Department	Total Employ	Total Black	% Black in Agency	% Black in State
1. Department of Human Resources	12,731	1,394	10.95	51.50
2. Department of Transportation	9,189	495	5.4	18.29
3. Department of Education	3,832	151	3.9	5.58
4. Department of Finance	1,273	138	10.8	5.10
5. Department of Corrections	1,390	86	6.2	3.18
6. Adm. Office of the Courts	1,876	81	4.3	2.99
7. Bureau of State Police	1,578	48	3.0	1.77
8. Department of Parks	2,130	46	2.2	1.70
9. Department of Natural Resources	1,167	29	2.5	1.09

Nine agencies neither gained nor lost in the percentage of black employees, but six of those nine did not have black employees in 1977 and 1979.

In November 1979, there were 10 state agencies which had no blacks in their employ. Those 10 were: Ky. Higher Education Assistance Authority, Ky. Occupational Safety and Health Review Commission, Ky. Retirement System, Local Disaster and Emergency Services, Office of Commonwealth

Attorneys, Office of the Governor, Office of the Lt. Governor, Prosecutor's Advisory Council, Secretary of State and Teacher's Retirement System. The smallest of these agencies was the Ky. Occupational Safety and Health Review Commission with eight employees and the largest was the Office of Commonwealth Attorneys with 151 employees.

Over one-half of the 10 were all-white in 1977 also. Those were: Ky. Higher Education Assistance Authority, Ky. Occupational Safety and Health Review Commission, Ky. Retirement System, Local Disaster and Emergency Services, Office of Commonwealth Attorneys and Office of the Lt. Governor.

The staff of the Office of the Governor, Secretary of State, Treasury, Attorney General and Auditor dropped in black percentages during the two year period. The Lt. Governor's office did not drop because it had no blacks to start with.

The Bureau of Corrections had made significant gains in 1977 with a 7.8 percent black rate but it dropped to 6.2 percent in 1979. While this is still higher than many state agencies, it is a significant loss.

Neither the Office of the Development Cabinet nor the Office of Public Protection and Regulation Cabinet had blacks employed in 1977, but in 1979, the Development office had two blacks for a 4.4 percent black rate and the Public Protection and Regulation office also had two blacks for a 5.7 percent black rate. While these gains represented just

a few jobs, they provide an example for agencies organized under these offices--some of which have few blacks--that minorities can be utilized effectively.

The Education and the Arts Cabinet collectively achieved 4.0 percent black employment in 1979. The Department of Education--the third largest employer of blacks in state government with 151 blacks employed--maintained a 3.9 percent black rate in the years 1977-1979. The Department of Libraries and Archives had the highest black employment rate in the cabinet at 4.7 percent. The Ky. Historical Society had the lowest percentage of blacks at 3.3 percent. The Ky. Council on Higher Education only had 3.0 percentage of blacks and the Ky. Higher Education Assistance Authority--another agency closely related to Education and the Arts--had no blacks at all.

The newly-formed Department of Tourism started out well with five blacks for a 7.2 percent black employment rate.

The Department for Human Resources by far was the largest employer of blacks in state government with over one-half of all blacks--1,394--working there. Health-related agencies have always been the biggest employers of blacks in state government and this is still true with the Bureau for Health Services inside the Department for Human Resources employing over half of all the blacks in the department--743. Overall, blacks comprised 10.9 percent of the Department for Human Resources' employ.

Table H lists every state agency by race and sex categories for 1978 and 1979 compared with earlier years.

TABLE H

Distribution of State Employees by Sex and Race

Name of Department	Total 1979	WM	NWM	WF	NWF	'79 TNW	'79 NW%	Total 1978	'78 TNW	'78 NW%	77-78 Change NW%	78-79 Change NW%	77-79 Change NW%	'74 MW%	'71 MW%	'69 MW%
Governor's Office	69	25	0	44	0	0	0.0	71	2	2.8	0.0	-2.8	-2.8	0.0	0.0	0.0
Lt. Governor's Office	13	1	0	12	0	0	0.0	12	0	0.0	0.0	0.0	0.0	9.1	NA	NA
Legislative Research Comm.	147	64	3	80	0	3	2.0	134	3	2.2	-0.4	-0.2	-0.6	2.7	0.0	1.6
Secretary of State	33	6	0	27	0	0	0.0	35	1	2.9	0.0	-2.9	-2.9	6.3	0.0	0.0
Treasury Department	49	17	1	30	1	2	4.1	49	4	8.2	+3.5	-4.1	-0.6	6.5	7.3	4.4
Office of Attorney General	128	56	1	67	4	5	3.9	116	4	3.4	-2.3	+0.5	-1.8	1.5	7.5	8.3
Auditor of Public Accts.	88	57	0	30	1	1	1.1	74	1	1.4	-0.3	-0.3	-0.6	NA	NA	NA
SECRETARY OF CABINET																
Dept. of Local Government	82	43	1	36	2	3	3.7	80	4	5.0	+0.2	-1.3	-1.1	NA	NA	NA
Dept. of Public Information	96	49	3	44	0	3	3.1	142	6	4.2	+0.8	-1.1	-0.3	0.7	3.3	8.9
Dept. of Revenue	861	370	2	478	11	13	1.5	799	14	1.8	+0.2	-0.3	-0.1	1.5	1.7	2.1
Teacher's Retirement	30	9	0	21	0	0	0.0	29	0	0.0	-3.4	0.0	-3.4	3.7	3.7	7.7
Kentucky Retirement	30	8	0	22	0	0	0.0	29	0	0.0	0.0	0.0	0.0	7.4	7.4	4.5
Dept. of Personnel	182	32	5	135	10	15	8.2	180	14	7.8	+0.4	+0.4	+0.8	6.0	4.9	3.9
Dept. of Military Affairs	206	132	4	67	3	7	3.4	177	7	4.0	-1.1	-0.6	-1.7	6.5	7.7	4.8
DEPARTMENT OF FINANCE	1273	762	77	373	61	138	10.8	1268	153	12.1	+2.4	-1.3	+1.1	11.0	14.9	15.6
DEVELOPMENT CABINET	45	17	1	26	1	2	4.4	32	0	0.0	0.0	+4.4	+4.4	NA	NA	NA
Dept. of Agriculture	289	214	1	74	0	1	0.3	237	1	0.4	-2.8	-0.1	-2.9	1.7	1.5	2.1
Dept. of Commerce	109	46	8	49	6	14	12.8	95	10	10.5	-2.0	+2.3	+0.3	11.1	0.0	0.0
Dept. of Fish and Wild.	301	279	2	20	0	2	0.7	306	2	0.7	0.0	0.0	0.0	0.3	1.1	1.9
Dept. of Parks	2130	1055	25	1029	21	46	2.2	2170	44	2.0	+0.2	+0.2	+0.4	2.5	2.3	0.6
Ky. State Fair Board	192	101	33	48	10	43	22.4	163	25	15.3	+1.6	+7.1	+8.7	19.0	11.0	14.0
Dept. of Tourism	69	17	3	47	2	5	7.2	NA	NA	NA	NA	NA	NA	NA	NA	NA
DEPT. OF TRANSPORTATION	9189	7363	403	1331	92	495	5.4	8735	385	4.4	+0.3	+1.0	+1.3	2.7	NA	NA
EDUCATION AND THE ARTS																
Dept. of Education	3832	1793	71	1888	80	151	3.9	3608	150	4.2	+0.3	-0.3	0.0	4.0	3.9	5.1
Dept. of Lib. & Arch.	169	40	3	121	5	8	4.7	162	8	4.9	-0.2	-0.2	-0.4	2.7	3.8	3.7
Ky. Historical Society	61	20	1	39	1	2	3.3	58	1	1.7	-0.2	+1.6	+1.4	0.0	0.0	0.0
Bureau for the Blind	151	71	4	73	3	7	4.6	163	7	4.3	+2.1	+0.3	+2.4	NA	NA	NA
KHEAA	35	12	0	23	0	0	0.0	26	0	0.0	0.0	0.0	0.0	NA	NA	NA
Ky. Council on Higher Ed.	66	29	1	35	1	2	3.0	52	1	1.9	-0.1	+1.1	+1.0	NA	NA	NA
PUBLIC PROTECTION AND REGULATION	35	21	2	12	0	2	5.7	45	0	0.0	0.0	+5.7	+5.7	NA	NA	NA
Alcoholic Beverage Control	149	35	3	10	1	4	8.2	49	3	6.1	-0.3	+2.1	+1.8	NA	NA	NA
Dept. of Banking & Sec.	72	52	1	19	0	1	1.4	69	1	1.4	+1.4	0.0	+1.4	0.0	0.0	4.8
Dept. of Insurance	72	26	3	42	1	4	5.6	68	3	4.4	+2.1	+1.2	+3.3	4.4	3.0	5.2
Dept. of Labor	493	214	10	258	11	21	4.3	452	20	4.4	-0.9	-0.1	-1.0	4.9	3.4	3.1
Dept. of Mines and Min.	184	141	7	34	2	9	4.9	167	3	1.8	0.0	+3.1	+3.1	4.4	3.4	3.1
Dept. of Housing	233	168	4	58	3	7	3.0	214	5	2.3	NA	+0.7	NA	NA	NA	NA
Board of Elections	15	2	1	12	0	1	6.7	15	1	6.7	+1.4	0.0	+1.4	0.0	0.0	0.0
Energy & Utility Reg. Com.	79	45	1	32	1	2	2.5	67	2	3.0	+1.4	-0.5	+0.9	0.0	0.0	0.0
Ky. Occupational Safety	8	4	0	4	0	0	0.0	8	0	0.0	0.0	0.0	0.0	NA	NA	NA
Local Disaster & Emerg Ser	24	13	0	11	0	0	0.0	24	0	0.0	0.0	0.0	0.0	NA	NA	NA
DEPARTMENT OF JUSTICE	180	92	5	80	3	8	4.4	194	9	4.6	+1.3	-0.2	+1.1	NA	NA	NA
Bureau of Corrections	1390	878	48	426	38	86	6.2	1266	77	6.1	-1.7	+0.1	-1.6	3.3	0.6	0.3
Bureau of State Police	1578	1229	32	301	16	48	3.0	1488	43	2.9	-0.1	+0.1	0.0	0.6	0.8	0.3
Administrative office of the Courts	1876	491	24	1304	57	81	4.3	1780	69	3.9	0.0	+0.4	+0.4	2.9	2.4	1.7
Office of Comm. Atty.	151	100	0	51	0	0	0.0	134	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Office of Public Advocacy	90	46	3	38	3	6	6.7	71	6	8.5	NA	-1.8	NA	NA	NA	NA
Prosecutor's Adv. Coun.	127	121	0	6	0	0	0.0	126	0	0.0	NA	0.0	NA	NA	NA	NA
OFFICE OF NATURAL RES.	1167	797	20	341	9	29	2.5	1123	22	2.0	+0.2	+0.5	+0.7	0.6	0.8	0.3
DEPARTMENT OF ENERGY	64	34	2	28	0	2	3.1	53	2	3.8	NA	-0.7	NA	NA	NA	NA

TABLE H (continued)

Distribution of State Employees by Sex and Race

Name of Department	Total 1979	WM	NWM	WF	NWF	'79 TNW	'79 NW%	Total 1978	'78 TNW	'78 NW%	77-78 Change NW%	78-79 Change NW%	77-79 Change NW%	'74 NW%	'71 NW%
DEPARTMENT OF HUMAN RESOURCES	12731	3341	378	7996	1016	1394	10.9	11908	1250	10.5	+0.5	+0.4	+0.9	10.0	NA
Office of the Sec.	454	183	8	246	17	25	5.5	398	20	5.0	+0.9	+0.5	+1.4	NA	NA
Office of Adm. Services	626	251	16	346	13	29	4.6	602	27	4.5	-5.3	+0.1	-5.2	NA	NA
Bureau for Soc. Ins.	3504	684	33	2586	201	234	6.7	3291	216	6.6	+0.3	+0.1	+0.4	NA	NA
Bureau for Soc. Serv.	3007	802	67	1949	189	256	8.5	2789	231	8.3	0.0	+0.2	+0.2	NA	NA
Bureau for Manpwr Serv.	1001	393	39	501	68	107	10.7	977	90	9.2	+0.4	+1.5	+1.9	NA	NA
Bureau for Health Serv.	4139	1028	215	2368	528	743	18.0	3851	666	17.3	+1.1	+0.7	+1.8	NA	NA
Gov. Task F. on Welfare Reform	7	4	0	2	1	1	14.3	8	1	12.5	NA	+1.8	NA	NA	NA
BOARDS	71	16	1	52	2	3	4.2	75	2	2.7	-1.3	+1.5	+0.2	3.1	2.9
COMMISSIONS	306	169	13	107	17	30	9.8	297	31	10.4	-0.7	-0.6	-1.3	14.0	8.5

NA = NOT AVAILABLE
NW = non-white, W = white, NWM = non-white male, NWF = non-white female, WM = white male, WF = white female

BLACKS CONCENTRATED AT LOWER PAYING JOBS

The discrepancy in salary between blacks and whites can be explained further by the concentration of blacks in the lower pay brackets. Almost three-fourths of all blacks in state government made less than $900 per month in 1979. Conversely, only one-half of all whites in state agencies earned below $900 per month. Almost 86 percent of all blacks earned below $900 per month in 1977 which shows there had been improvement. However, that improvement is weakened when it is compared to the 90.5 percent of all whites in state government that earned $900 per month or less in 1977. This shows that blacks are being compacted in the lower pay levels and while white employees are being promoted out of the lower paying jobs.

TABLE I

Salary Distribution of Full-Time State Employees, 1979

Monthly Salary	White		Black	
	No. of Employees	Percentage	No. of Employees	Percentage
1-199	7	.01	0	.0
200-299	123	.32	1	.04
300-399	38	.09	0	.0
400-499	2233	6.08	258	9.53
500-599	4398	11.50	604	22.31
600-699	4189	10.96	438	16.18
700-799	4843	12.67	475	17.55
800-899	3307	8.65	248	9.16
900-999	4185	10.94	264	9.75
1,000-1,099	1581	4.13	58	2.14
1,100-1,199	2631	6.88	95	3.51
1,200-1,299	2344	6.13	77	2.84
1,300-1,399	1167	3.05	28	1.03
1,400-1,499	1789	4.68	52	1.92
1,500-1,599	822	2.15	14	.52
1,600-1,699	761	1.99	10	.37
1,700-1,799	1267	3.31	28	1.03
1,800-1,899	402	1.05	11	.41
1,900-1,999	420	1.09	6	.22
2,000-2,099	338	.88	6	.22
2,100-2,199	269	.70	6	.22
2,200-2,299	288	.75	4	.15
2,300-2,399	184	.48	2	.07
2,400-2,499	7	.01	1	.04
2,500-2,599	131	.34	3	.11
2,600-2,699	93	.24	0	.0
2,700-2,799	88	.23	3	.11
2,800-2,899	37	.09	1	.04
2,900-2,999	128	.33	4	.15
3,000-Up	150	.39	10	.37

The fact that 23 of the state agencies that had any blacks at all--over 50 percent of state government--had at least 75 percent of all their blacks in the bottom half of the state paygrades illustrated black concentration in lower paying jobs. Some had blacks only in paygrades 8-16--the bottom levels. Those were the Auditor of Public Accounts, Board of Elections, Boards, Bureau for the Blind, Department of Agriculture, Department of Fish and Wildlife, Department of Insurance, Department of Libraries and Archives, Department of Military Affairs, Department of Public Information, Department of Revenue and the Ky. Historical Society.

The Department of Banking and Securities, Governor's Task Force on Welfare Reform, Ky. Council on Higher Education and the Office of Public Protection and Regulation Cabinet had blacks only in paygrades 17 or above.

TABLE J

Number of Blacks and Percentage of Blacks that are in the Lower Half of State Pay Brackets (08-16)

Name of Department	No. of Blacks	% of Blacks
Governor's Office	0	0.0
Lieutenant Governor's Office	0	0.0
Legislative Research Commission	1	33.33
Secretary of State	0	0.0
Treasury Department	1	50.0
Office of Attorney General	2	40.0
Auditor of Public Accounts	1	100.0
Department for Local Government	2	66.66
Department of Public Information	3	100.0
Revenue Department	13	100.0
Teacher's Retirement System	0	0.0
Kentucky Retirement System	0	0.0
Department of Personnel	11	73.33
Department of Military Affairs	7	100.0
Finance Department	125	90.57
Office of the Development Cabinet	1	50.0
Department of Agriculture	1	100.0
Department of Commerce	3	21.42
Department of Fish and Wildlife	2	100.0
Department of Parks	43	93.47
Kentucky State Fair Board	42	97.67
Department of Tourism	3	60.0
Department of Transportation	467	94.34
Department of Education	102	67.54
Department of Library and Archives	8	100.0
Kentucky Historical Society	2	100.0
Bureau for the Blind	7	100.0
Ky. Higher Education Assistance Authority	0	0.0
Kentucky Council on Higher Education	0	0.0
Office of Public Protection & Regulation	0	0.0
Alcoholic Beverage Control Board	3	75.0
Department of Banking and Securities	0	0.0
Department of Insurance	4	100.0
Department of Labor	13	61.90
Department of Mines and Minerals	4	44.44
Department of Housing	4	57.14
Board of Elections	1	100.0
Energy and Regulatory Commission	1	50.0
Ky. Occ. Safety and Health Review Commission	0	0.0
Local Disaster and Emergency Services	0	0.0
Office of Justice Cabinet	1	12.5
Bureau of Corrections	71	82.55
Bureau of State Police	28	58.33
Administrative Office of the Courts	4	4.93
Office of Commonwealth Attorneys	0	0.0
Office of Public Advocacy	4	66.66
Prosecutor's Advisory Council	0	0.0
Office of Natural Resources	11	37.93
Department of Energy	1	50.0
DHR - Office of the Secretary	17	68.0
DHR - Office of Administrative Services	26	89.65
DHR - Bureau for Social Insurance	212	90.59
DHR - Bureau for Social Services	203	79.29
DHR - Bureau for Manpower Services	81	75.70
DHR - Bureau for Health Services	689	92.73
Governor's Task Force on Welfare Reform	0	0.0
Other Boards	3	100.0
Other Commissions	15	50.0
Total State	2,243	82.86

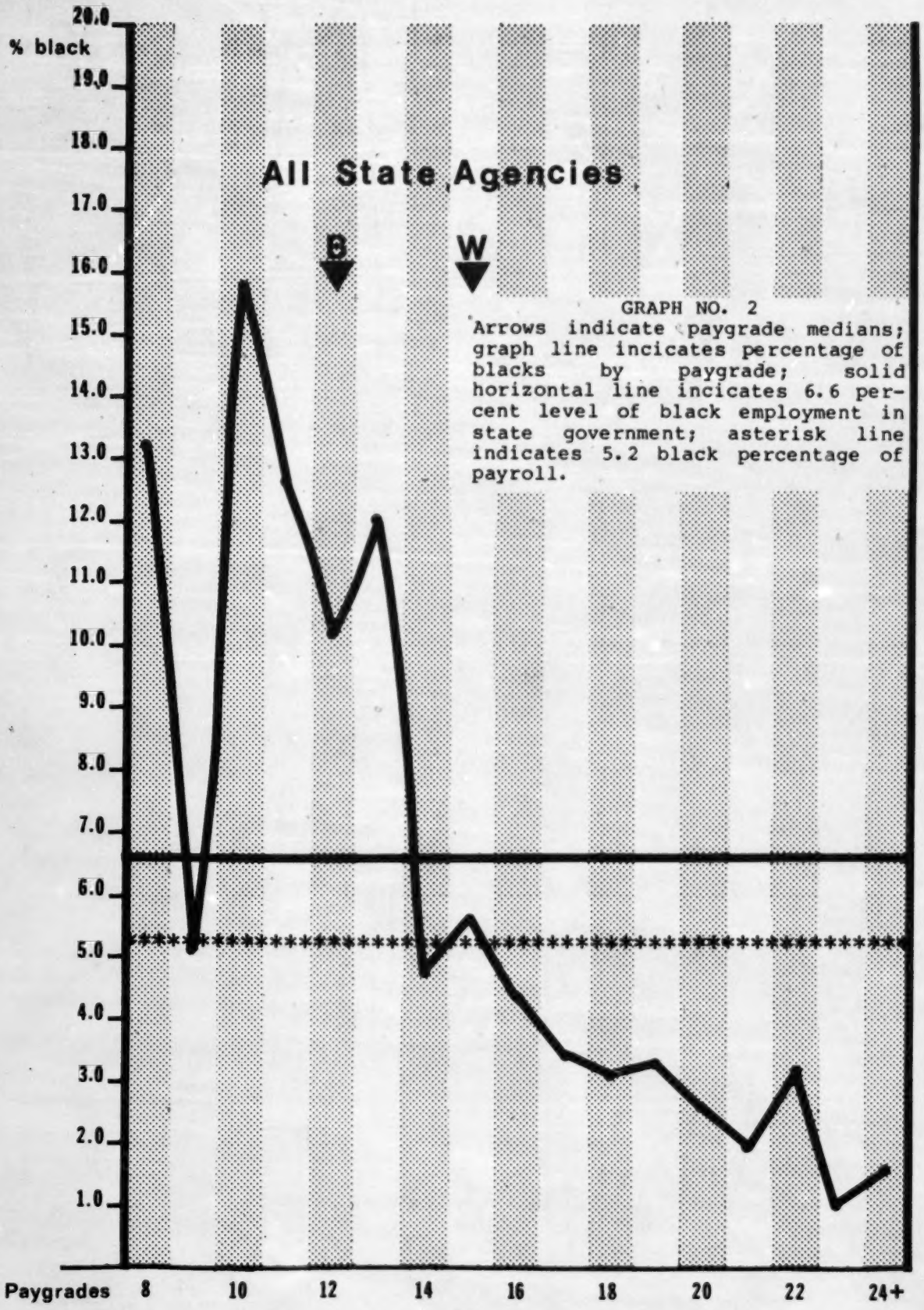
The concentration of blacks in lower paygrades can be easily seen in graphs 2-22 following. They indicate how a high black concentration in one lower paygrade can give a department a good black percentage figure overall.

The Department of Finance had 29.6 percent of its blacks in paygrade 10 and most of these were laborers and janitors. However, overall, the Finance Department had a high percentage of blacks, which is shown by the dotted line in the graphs.

Agencies that did not have 6.6 percent blacks in any paygrade above 14 (the state average shown by the solid black line in the graphs) included the Department of Transportation, Department of Education, Department of Parks, Bureau of State Police, Department of Finance, Department for Human Resources and the Office of the Secretary and Office of Administrative Services within the Department for Human Resources.

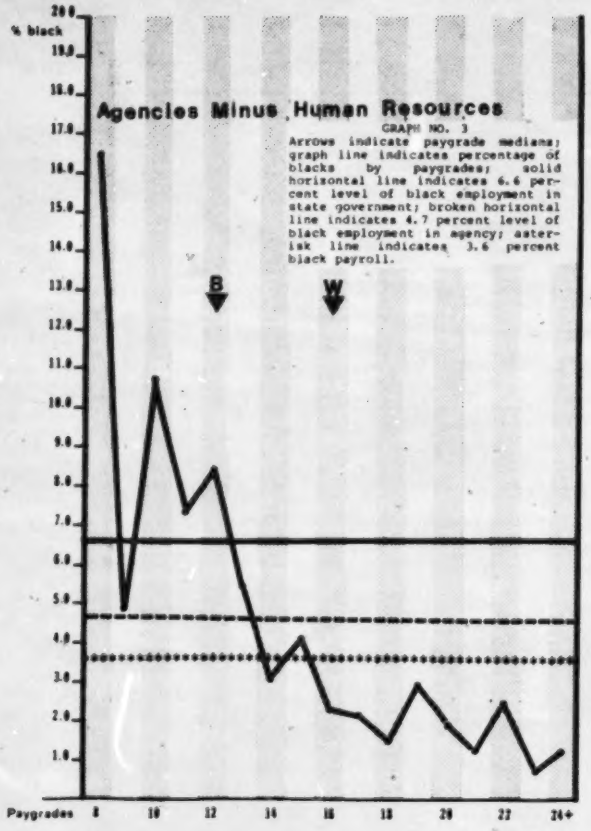
The Department of Parks did not have any paygrade with 6.6 percent black in it and the Department of Natural Resources only had more than 6.6 percent black in paygrade 17.

In addition, the graphs shows the differences in the median paygrades for black and whites (shown by the arrows on the graphs). The median paygrade for both black and whites in the Bureau of Corrections was paygrade 14, and the median paygrade for blacks was higher than whites in the Department of Natural Resources--19 for blacks and 17 for whites. The line of asterisks represents the black percent of payroll in each department.



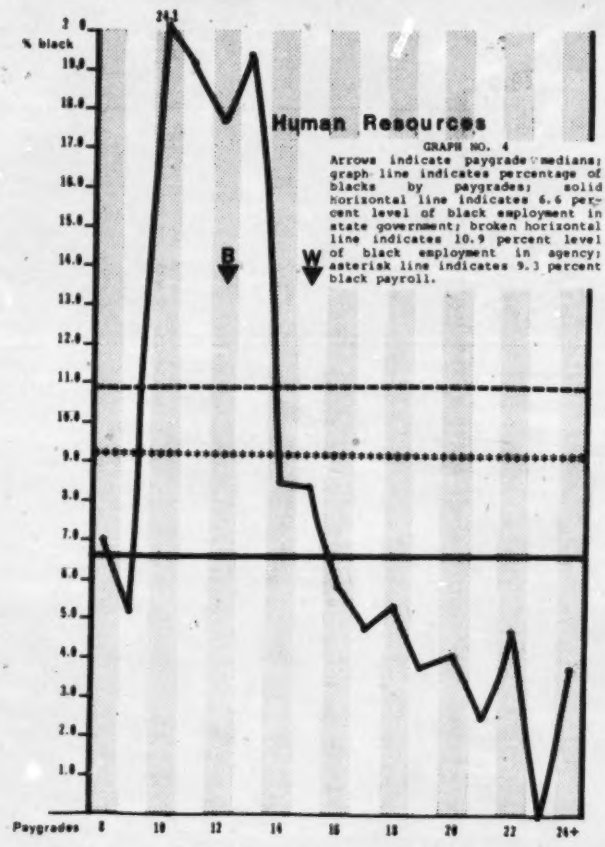
GRAPH NO. 2

Arrows indicate paygrade medians; graph line incicates percentage of blacks by paygrade; solid horizontal line incicates 6.6 percent level of black employment in state government; asterisk line indicates 5.2 black percentage of payroll.



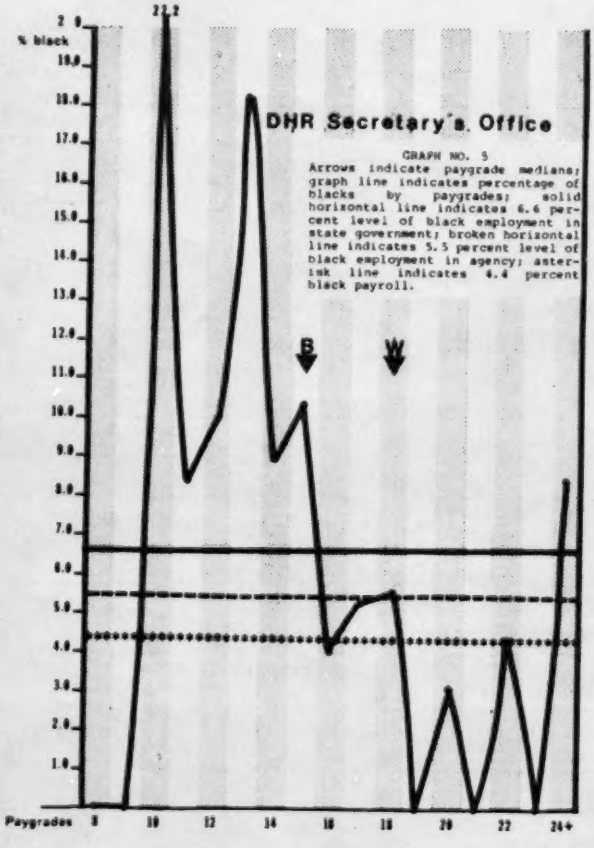
GRAPH NO. 3

Arrows indicate paygrade medians; graph line indicates percentage of blacks by paygrades; solid horizontal line indicates 6.6 percent level of black employment in state government; broken horizontal line indicates 4.7 percent level of black employment in agency; asterisk line indicates 3.6 percent black payroll.



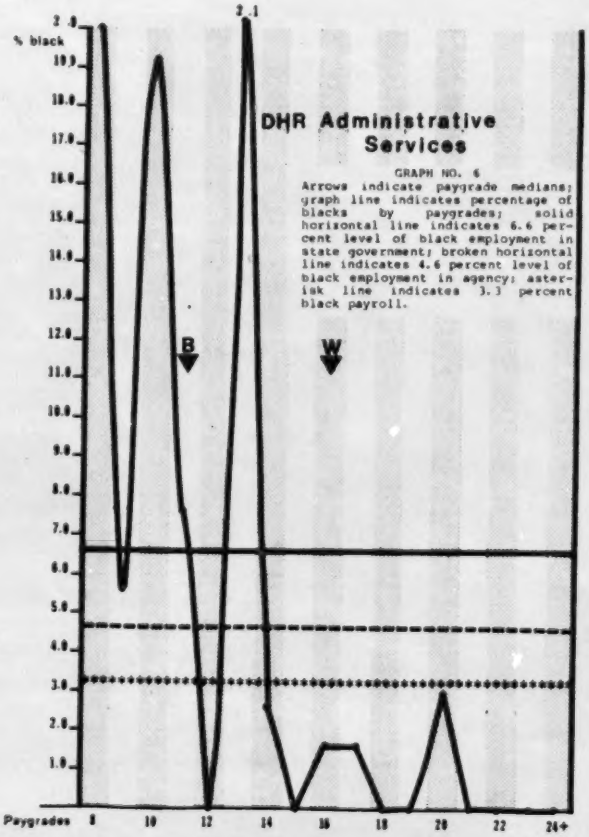
GRAPH NO. 4

Arrows indicate paygrade medians; graph line indicates percentage of blacks by paygrades; solid horizontal line indicates 6.6 percent level of black employment in state government; broken horizontal line indicates 10.9 percent level of black employment in agency; asterisk line indicates 9.3 percent black payroll.



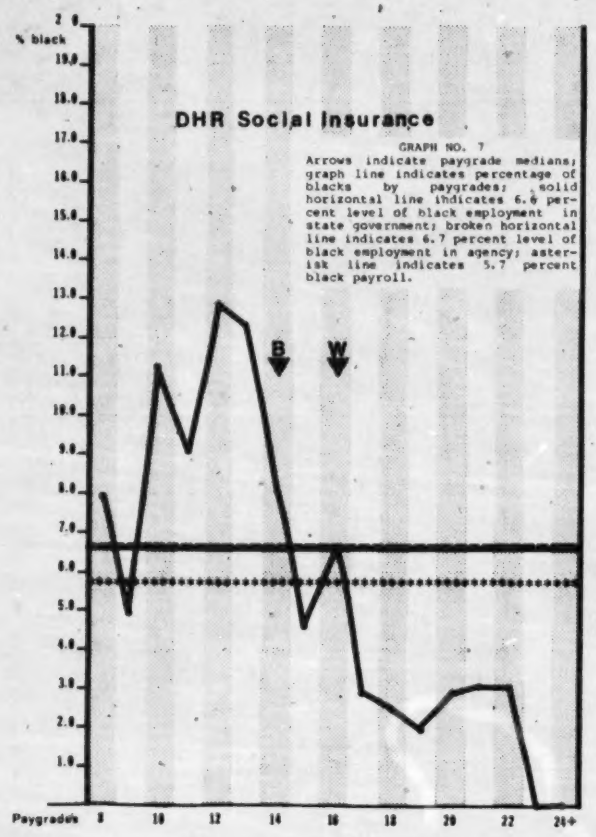
GRAPH NO. 5

Arrows indicate paygrade medians; graph line indicates percentage of blacks by paygrades; solid horizontal line indicates 6.6 percent level of black employment in state government; broken horizontal line indicates 5.5 percent level of black employment in agency; asterisk line indicates 4.4 percent black payroll.



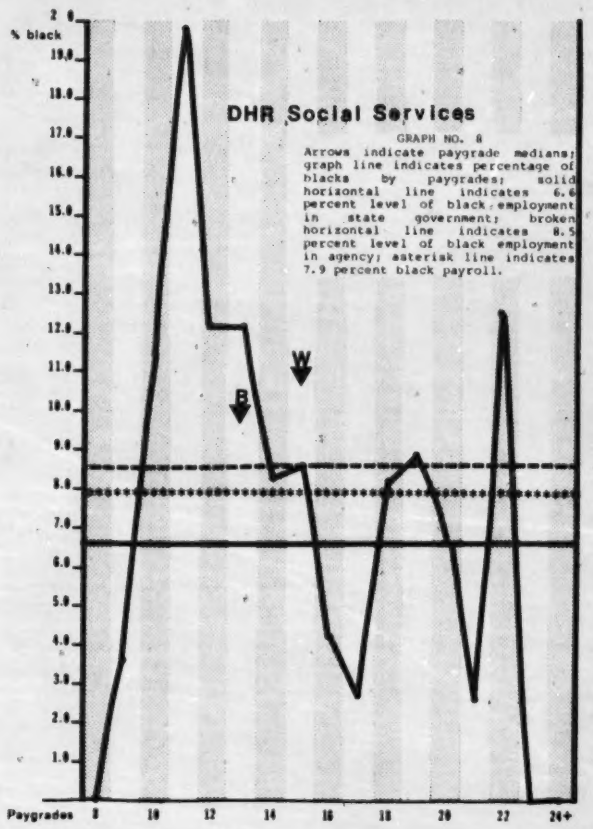
GRAPH NO. 6

Arrows indicate paygrade medians; graph line indicates percentage of blacks by paygrades; solid horizontal line indicates 6.6 percent level of black employment in state government; broken horizontal line indicates 4.6 percent level of black employment in agency; asterisk line indicates 3.3 percent black payroll.



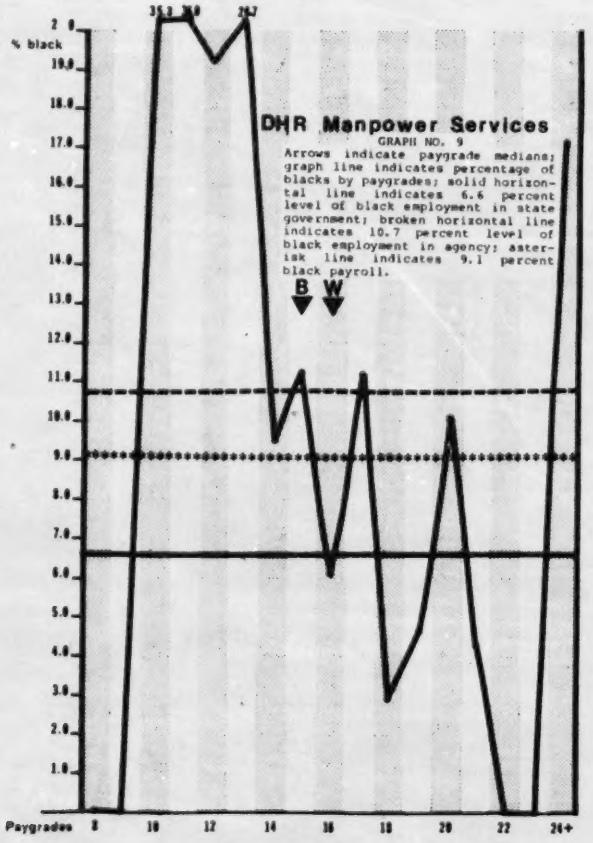
GRAPH NO. 7

Arrows indicate paygrade medians; graph line indicates percentage of blacks by paygrades; solid horizontal line indicates 6.6 percent level of black employment in state government; broken horizontal line indicates 6.7 percent level of black employment in agency; asterisk line indicates 5.7 percent black payroll.



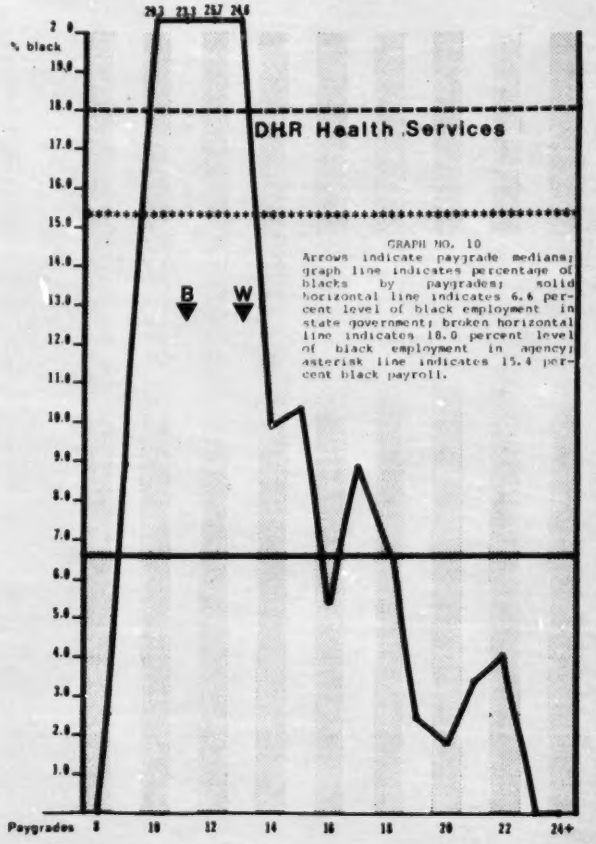
GRAPH NO. 8

Arrows indicate paygrade medians; graph line indicates percentage of blacks by paygrades; solid horizontal line indicates 6.6 percent level of black employment in state government; broken horizontal line indicates 8.5 percent level of black employment in agency; asterisk line indicates 7.9 percent black payroll.



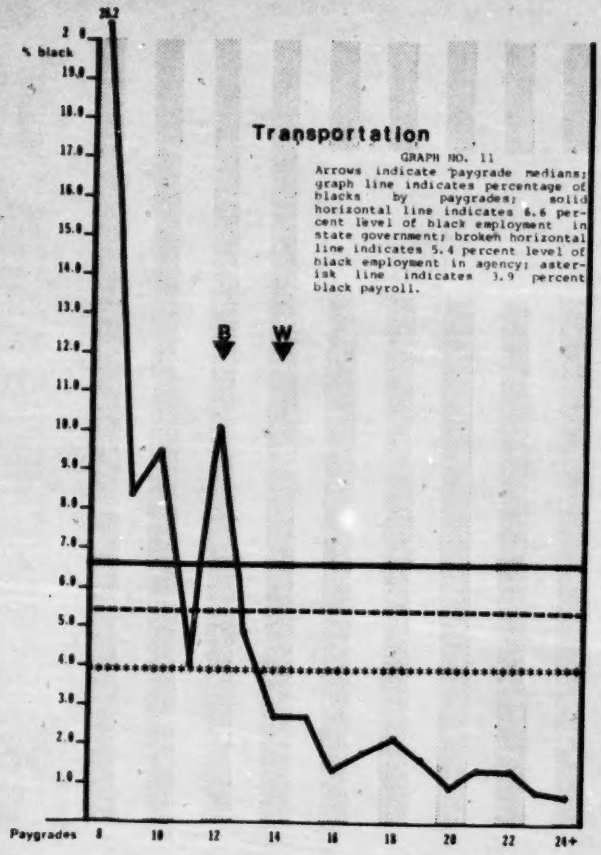
GRAPH NO. 9

Arrows indicate paygrade medians; graph line indicates percentage of blacks by paygrades; solid horizontal line indicates 6.6 percent level of black employment in state government; broken horizontal line indicates 10.7 percent level of black employment in agency; asterisk line indicates 9.1 percent black payroll.



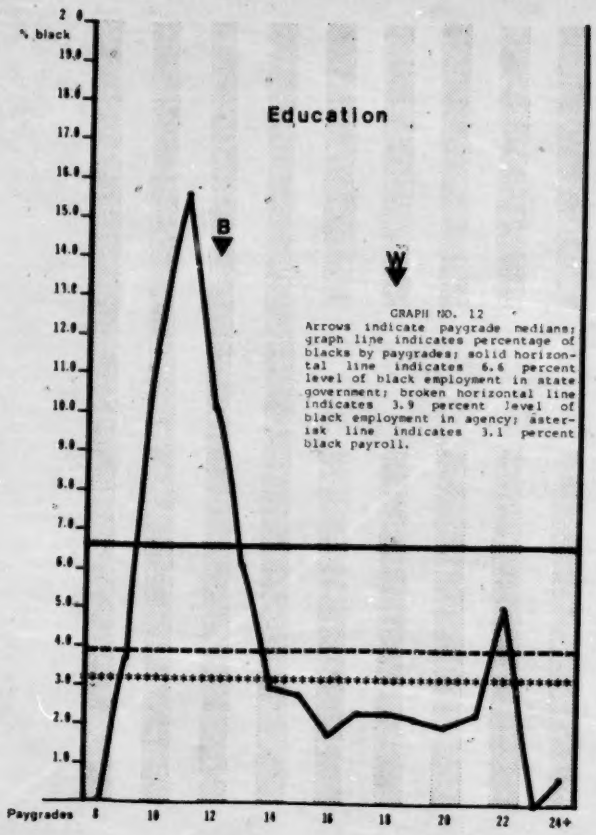
GRAPH NO. 10

Arrows indicate paygrade medians; graph line indicates percentage of blacks by paygrades; solid horizontal line indicates 6.6 percent level of black employment in state government; broken horizontal line indicates 18.0 percent level of black employment in agency; asterisk line indicates 15.4 percent black payroll.



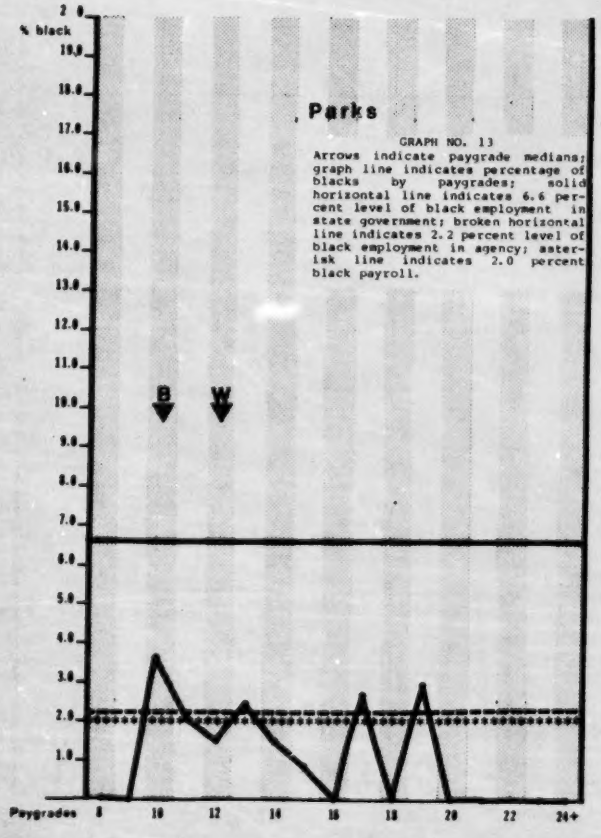
GRAPH NO. 11

Arrows indicate paygrade medians; graph line indicates percentage of blacks by paygrades; solid horizontal line indicates 6.6 percent level of black employment in state government; broken horizontal line indicates 5.4 percent level of black employment in agency; asterisk line indicates 3.9 percent black payroll.



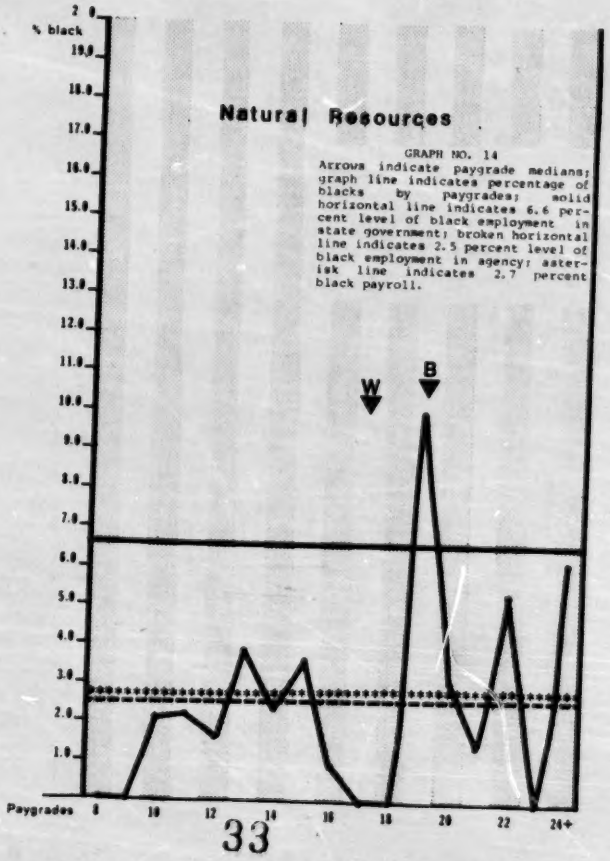
GRAPH NO. 12

Arrows indicate paygrade medians; graph line indicates percentage of blacks by paygrades; solid horizontal line indicates 6.6 percent level of black employment in state government; broken horizontal line indicates 3.9 percent level of black employment in agency; asterisk line indicates 3.1 percent black payroll.



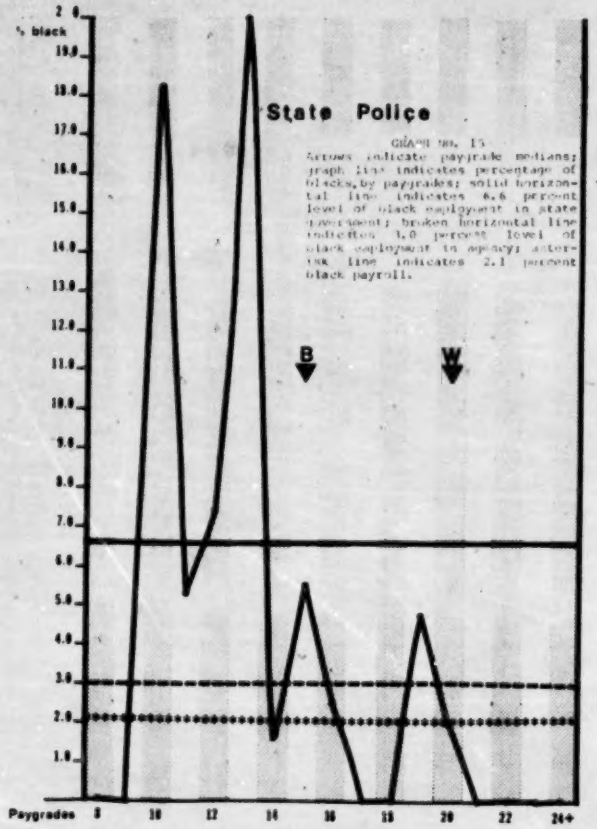
GRAPH NO. 13

Arrows indicate paygrade medians; graph line indicates percentage of blacks by paygrades; solid horizontal line indicates 6.6 percent level of black employment in state government; broken horizontal line indicates 2.2 percent level of black employment in agency; asterisk line indicates 2.0 percent black payroll.



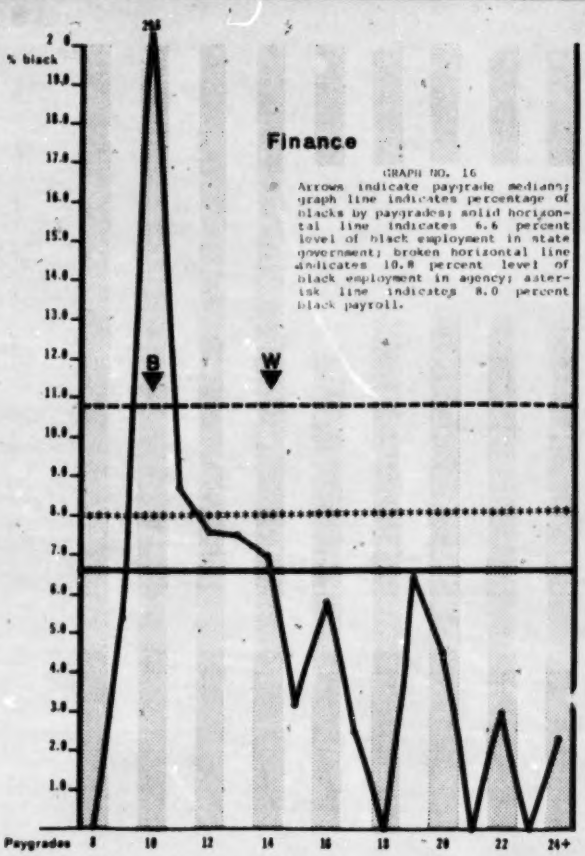
GRAPH NO. 14

Arrows indicate paygrade medians; graph line indicates percentage of blacks by paygrades; solid horizontal line indicates 6.6 percent level of black employment in state government; broken horizontal line indicates 2.5 percent level of black employment in agency; asterisk line indicates 2.7 percent black payroll.



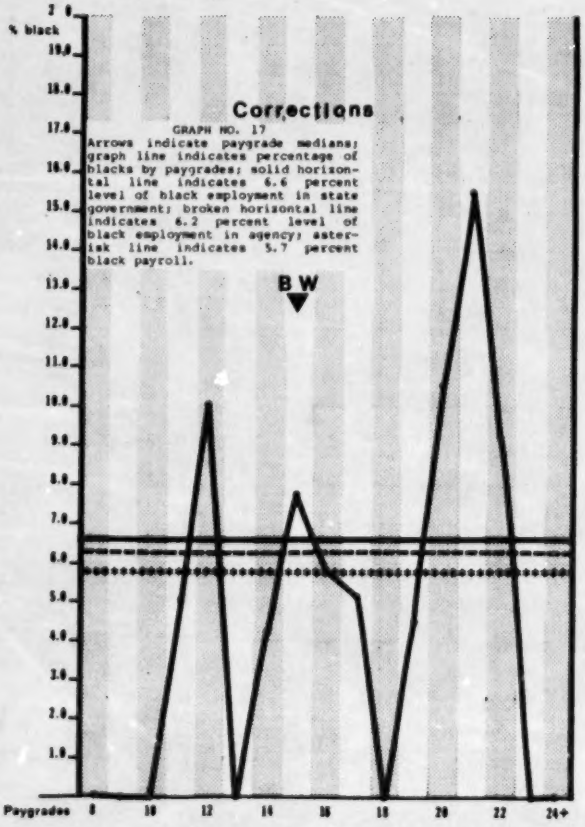
GRAPH NO. 15

Arrows indicate paygrade medians; graph line indicates percentage of blacks by paygrades; solid horizontal line indicates 6.6 percent level of black employment in state government; broken horizontal line indicates 5.0 percent level of black employment in agency; asterisk line indicates 2.1 percent black payroll.



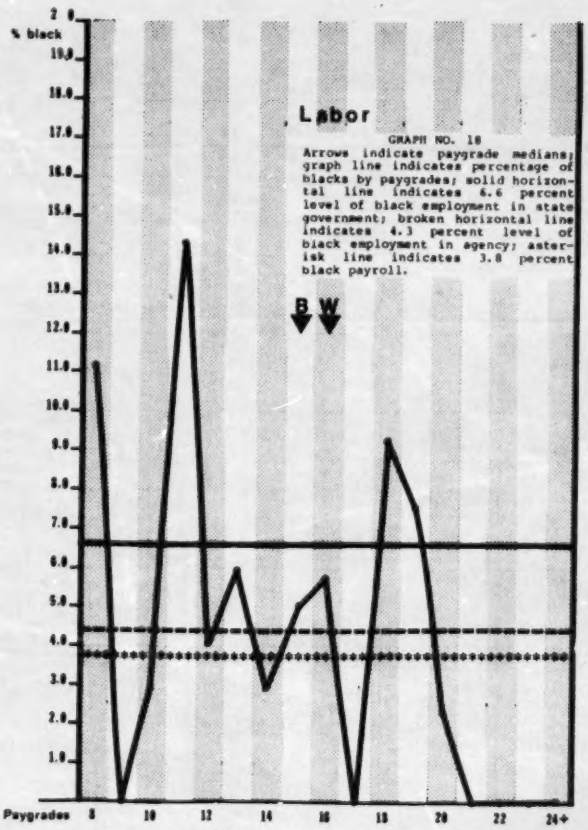
GRAPH NO. 16

Arrows indicate paygrade medians; graph line indicates percentage of blacks by paygrades; solid horizontal line indicates 6.6 percent level of black employment in state government; broken horizontal line indicates 10.8 percent level of black employment in agency; asterisk line indicates 8.0 percent black payroll.



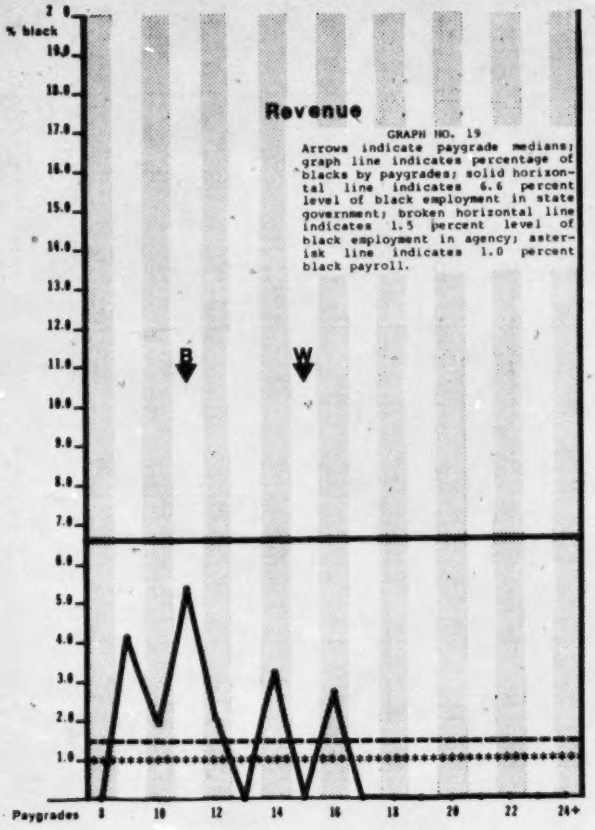
GRAPH NO. 17

Arrows indicate paygrade medians; graph line indicates percentage of blacks by paygrades; solid horizontal line indicates 6.6 percent level of black employment in state government; broken horizontal line indicates 6.2 percent level of black employment in agency; asterisk line indicates 5.7 percent black payroll.



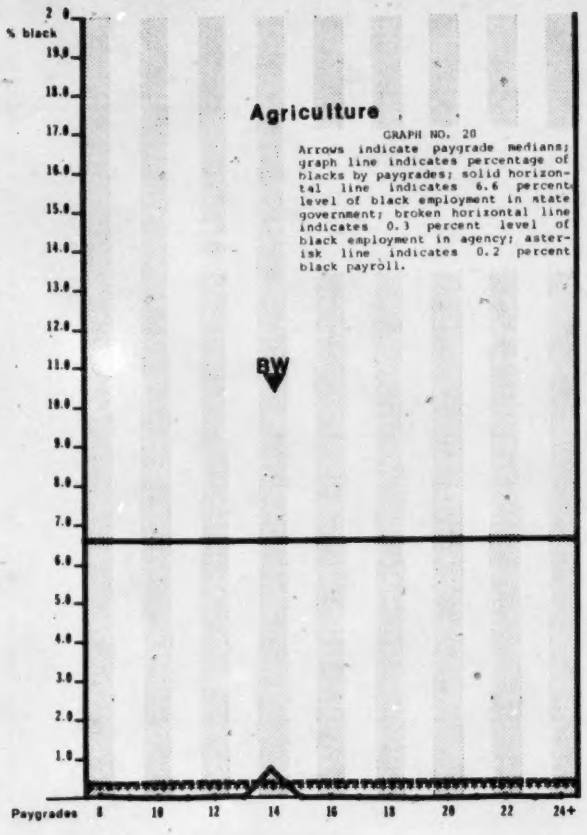
GRAPH NO. 18

Arrows indicate paygrade medians; graph line indicates percentage of blacks by paygrades; solid horizontal line indicates 6.6 percent level of black employment in state government; broken horizontal line indicates 4.3 percent level of black employment in agency; asterisk line indicates 3.8 percent black payroll.



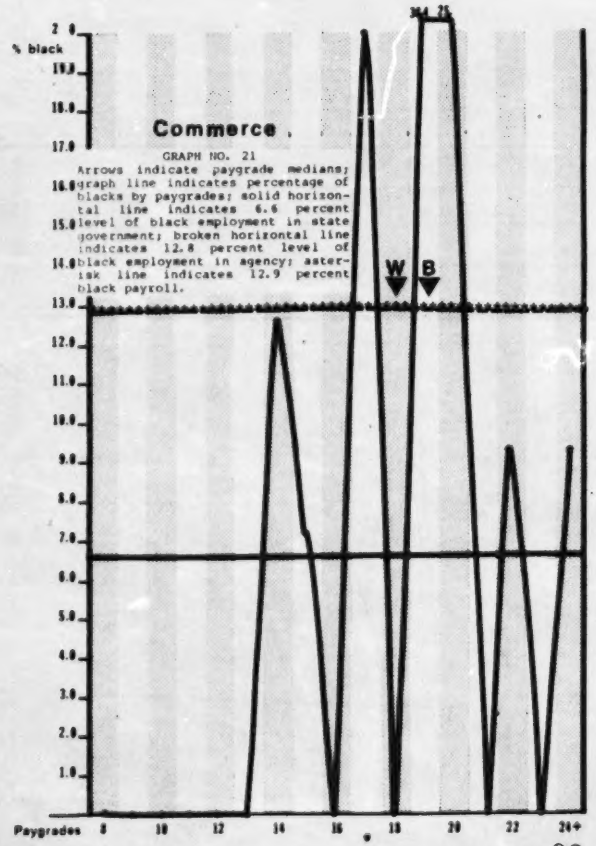
GRAPH NO. 19

Arrows indicate paygrade medians; graph line indicates percentage of blacks by paygrades; solid horizontal line indicates 6.6 percent level of black employment in state government; broken horizontal line indicates 1.5 percent level of black employment in agency; asterisk line indicates 1.0 percent black payroll.



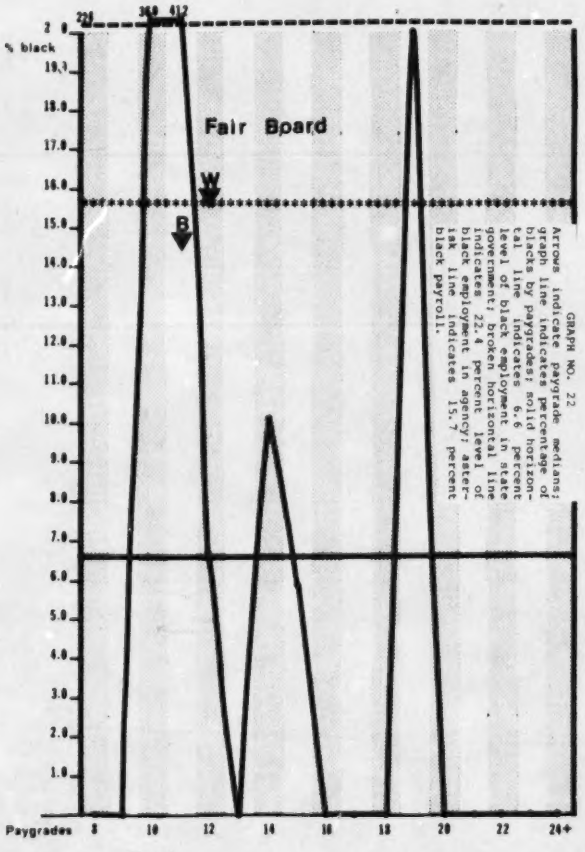
GRAPH NO. 20

Arrows indicate paygrade medians; graph line indicates percentage of blacks by paygrades; solid horizontal line indicates 6.6 percent level of black employment in state government; broken horizontal line indicates 0.3 percent level of black employment in agency; asterisk line indicates 0.2 percent black payroll.



GRAPH NO. 21

Arrows indicate paygrade medians; graph line indicates percentage of blacks by paygrades; solid horizontal line indicates 6.6 percent level of black employment in state government; broken horizontal line indicates 12.8 percent level of black employment in agency; asterisk line indicates 12.9 percent black payroll.



GRAPH NO. 22

Arrows indicate paygrade medians; graph line indicates percentage of blacks by paygrades; solid horizontal line indicates 6.6 percent level of black employment in state government; broken horizontal line indicates 22.4 percent level of black employment in agency; asterisk line indicates 15.7 percent black payroll.

BLACKS LIMITED TO SMALL PERCENTAGE OF JOBS

A further way of looking at the black concentration at the low end of the pay scale is shown by an examination of the type of jobs that blacks hold in state government. Of the 1,968 different job categories in state government, blacks worked in only 466 categories--just 23.7 percent of all state job classes. The largest single job category for blacks was that of janitor with 149 blacks employed. The largest grouping of blacks was in the four Health Aide categories with 247 blacks employed. Next was the clerk-typist-stenographer grouping with 215 blacks.

TABLE K

Leading Black Job Classes
Classes with 30 or more Black Employees

Class Code	Class Title	Number of Blacks
1450	Clerk Typist Senior	33
1454	Clerk Principal	44
1456	Clerk Typist Principal	84
1458	Clerk Steno Principal	54
2502	Nurse Aide Trainee	61
2521	Health Aide I	110
2522	Health Aide II	35
2523	Health Aide III	43
2524	Health Aide IV	59
4216	Eligibility Worker III	73
7329	Highway Laborer	117
7330	Laborer A	72
7333	Light Equipment Operator	91
7334	Maintenance Laborer	67
8208	Janitor	149
8221	Service Worker I	96
8222	Service Worker II	51
8223	Service Worker III	37
9117	Correction Officer II	75

The total number of job classes that were all-white in 1979 was 1,502--76.3 percent of all job categories. Only 34 job classes were all-black and they only employed 47 blacks.

Almost 70 percent (1,372) of the job classes had less than 10 workers in them. Of the remaining 596 classes that had 10 or more workers in them, 259 were all-white categories. It could be expected for some of the smaller job categories to be all-white but in the larger categories blacks should be included. However, many still do not have black workers. Of the 370 job categories that had at least 20 employees each, 112 were all-white classes.

The concentration of blacks in the health services jumped between 1977 and 1979 increasing nearly 5 percentage points. In 1977, 346 (15.7 percent) black state employees worked in the health services and in 1979, 462 (20.1 percent) blacks were utilized in health-related jobs.

The food and housekeeping grouping, a traditionally large black grouping, decreased slightly in its black percentage from 26.5 percent in 1977 to 25.3 percent in 1979. The number of blacks in that grouping actually increased 8 people but the percentage decreased because there was 108 additional positions in 1979.

Education positions had the smallest percentage of blacks employed with only 2.0 percent of the 2,997 positions occupied by blacks. The poor utilization of blacks in the education field also was reflected by the small percentage of blacks employed by the Department of Education.

The Public Protection and Safety grouping increased from 5.5 percent black utilization in 1977 to 5.8 percent in 1979 but that is still down from the 8.5 percent black rate in 1975. The Engineering and Scientific grouping, which had dropped to 1.8 percent in 1977, rose to 2.4 percent black rate in 1979. The lowest service grouping in 1977, Inspection, Investigation and Examination, added 14 blacks and jumped from 1.76 percent black in 1977 to 2.5 percent black in 1979.

TABLE L

Distribution of Black Employees
in Ten Service Groupings

	Service Grouping	Total Black	Total Employees	% Black
000-0973	Miscellaneous	137	3,637	3.77
1000-1999	Clerical, Adm., Fiscal	703	13,150	5.35
2000-2999	Health Services	462	2,302	20.07
3000-3999	Education	70	3,451	2.03
4000-4999	Social Work & Recreation	225	3,592	6.26
5000-5999	Engineering & Scientific	113	4,748	2.38
6000-6999	Inspection, Investigation	34	1,344	2.53
7000-7999	Labor and Trade	503	6,501	7.74
8000-8999	Food and Housekeeping	434	1,714	25.32
9000-9999	Public Safety & Protection	202	3,483	5.80
		2,883	43,922	

Blacks in full-time and part-time positions had attained 24.6 percent of all the state government positions but the degree of attainment varied among the different departments. The Department for Human Resources had the highest overall degree of black attainment with blacks represented in 31.0

percent of their job classes. The Bureau for Manpower Services within the Department for Human Resources had the highest black attainment figure in state government at 50.0 percent.

Transportation, the second largest department in the state, was second behind Human Resources in black classes with blacks represented in 29.3 percent of its job classes. Both Human Resources and Transportation increased their degree of black attainment from 1977. The Department for Human Resources jumped almost 3 percentage points from 28.1 percent. The Department of Transportation jumped over 8 percentage points from 21.4 percent.

The Department of Parks only had a 7.2 percent black attainment rate and that was down from 8.0 percent in 1977. The Ky. State Fair Board, which had the highest percentage of blacks in state government, only had blacks represented in 17.1 percent of their jobs classes which means that blacks were concentrated into just a few positions.

Table M lists the degree of black attainment in all state agencies in 1979.

TABLE M
Range of Job Attainment

Department Name	No. of Classes With Blacks	% of Classes With Blacks	No. of Job Classes
Office of the Governor	0	0.0	27
Lieutenant Governor's Office	0	0.0	10
Legislative Research Commission	4	7.5	53
Secretary of State	0	0.0	24
Treasury Department	2	5.5	36
Office of Attorney General	5	12.5	40
Auditor of Public Accounts	1	5.2	19
Department for Local Government	3	9.6	31
Department of Public Information	3	7.8	38
Department of Revenue	8	10.0	80
Teacher's Retirement System	1	4.0	25
Kentucky Retirement System	0	0.0	25
Department of Personnel	12	19.3	62
Department of Military Affairs	2	2.5	79
General Government Boards	3	7.6	39
General Government Commissions	11	40.7	27
Department of Finance	48	18.8	254
Finance Boards	0	0.0	1
Finance Commissions	2	18.1	11
Office of Development Cabinet	2	7.1	28
Department of Agriculture	1	1.6	60
Department of Commerce	9	21.4	42
Department of Fish and Wildlife	2	4.7	42
Department of Parks	12	7.2	165
Kentucky State Fair Board	11	17.1	64
Department of Tourism	5	14.2	35
Development Commissions	0	0.0	7
Department of Transportation	90	29.3	307
Department of Education	81	18.2	444
Department of Libraries and Archives	5	10.0	50
Kentucky Historical Society	2	4.2	47
Bureau for the Blind	5	7.5	66
Education Commissions	10	12.6	79
Ky. Higher Ed. Assistance Authority	0	0.0	23
Kentucky Council on Higher Education	3	5.6	53
Office of Public Prot. & Reg. Cabinet	2	6.8	29
Public Protection & Regulation Bds.	0	0.0	4
Public Protection & Reg. Comms.	0	0.0	9
Alcoholic Beverage Control Board	3	17.6	17
Department of Banking & Securities	1	4.5	22
Department of Insurance	5	12.5	40
Department of Labor	18	15.9	113
Department of Mines & Minerals	7	18.9	37
Department of Housing	6	10.5	57
Board of Elections	1	7.6	13
Energy & Utility Regulatory Comm.	2	4.7	42
Ky. Occ. Safety & Health Review Comm.	0	0.0	7
Local Disaster & Emergency Services	0	0.0	10
Office of the Justice Cabinet	7	11.1	63
Bureau of Corrections	24	18.6	129
Bureau of State Police	18	16.6	108
Administrative Office of the Courts	27	21.4	126
Office of Commonwealth Attorneys	0	0.0	7
Office of Public Advocacy	5	14.2	35
Prosecutor's Advisory Council	0	0.0	4
Department of Energy	3	7.6	39
Total Department for Human Resources	280	31.0	903
DHR-Office of the Secretary	21	18.2	115
DHR-Office of Administrative Serv.	16	13.0	123
DHR-Bureau for Social Insurance	45	37.1	121
DHR-Bureau for Social Services	58	36.2	160
DHR-Bureau for Manpower Services	32	50.0	64
DHR-Bureau for Health Services	108	33.7	320
Governor's Task Force on Welfare Reform	1	14.2	7
Total Boards	3	6.8	44
Total Commissions	23	17.3	133
Total State	486	24.6	1,968

TABLE N

Percent of Black in Job Classifications with 20+ Employees

Job Code	Class Title	Pay Grade	Total Employees	Total Non-White	Percent Non-White
	MISCELLANEOUS				
0100	Circuit Judge	*	86	2	2.33
0104	Board Member	*	506	27	5.34
0107	Commissioner	*	39	0	0.0
0121	Commonwealth Attorney	*	56	0	0.0
0122	Assistant Commonwealth Attorney	*	75	0	0.0
0125	Secretary	*	28	0	0.0
0136	Hearing Officer	*	20	2	10.0
0203	Council Member	*	24	1	4.17
0206	District Judge	*	114	1	.88
0216	Trial Commissioner	*	70	0	0.0
0219	Principal Trial Officer I	*	45	9	20.00
0222	Principal Trial Officer IV	*	31	2	6.45
0223	Principal Trial Officer V	*	34	2	5.88
0227	Court Reporter	*	58	0	0.0
0228	Circuit Clerk	*	120	0	0.0
0256	Judicial Clerk I	*	637	21	3.30
0263	Judicial Clerk II	*	249	14	10.67
0265	Law Clerk	*	27	2	7.41
0259	Judicial Secretary I	*	64	0	0.0
0273	Judicial Secretary	*	58	0	0.0
0274	Reporter Secretary	*	25	0	0.0
0283	Judicial Clerk III	*	117	7	5.98
0285	Judicial Clerk IV	*	28	2	7.14
0286	Judicial Clerk V	*	38	2	5.26
0371	Commonwealth Dep	*	44	0	0.0
0372	County Attorney	*	120	0	0.0
0373	County Attorney Assistant	*	117	0	0.0
0379	District Secretary	*	77	0	0.0
0439	Administrative Secretary I	*	23	0	0.0
	CLERICAL, ADMINISTRATIVE, FISCAL SERVICES				
1003	Computer Operator I	13	47	4	8.51
1004	Computer Operator II	15	22	2	9.09
1005	Computer Operator III	16	21	1	4.76
1013	Data Coordinator III	15	26	0	0.0
1026	Programmer Analyst I	15	42	2	4.76
1027	Programmer Analyst II	17	46	4	8.70
1028	Programmer Analyst III	19	26	0	0.0
1029	Programmer Analyst IV	21	71	0	0.0
1041	Operation Supervisor I	19	35	1	2.86
1049	Data Processing Supervisor III	22	40	0	0.0
1076	Data Control Supervisor	18	33	0	0.0
1079	Systems Analyst II	21	21	1	4.76
1110	Administrative Secretary	15	343	8	2.33
1113	Executive Secretary	17	73	2	2.74

*Pay Grade not available.

TABLE N (Continued)

Job Code	Class Title	Pay Grade	Total Employees	Total Non-White	Percent Non-White
1155	Executive Officer XIV	27	60	1	1.67
1157	Staff Assistant	19	26	4	15.38
1164	Administrative Secretary II	16	97	1	1.03
1166	Staff Assistant II	21	27	2	7.41
1169	Transportation Adm. Asst. Dir.	24	36	1	2.78
1183	Executive Officer XI	24	70	0	0.0
1185	Executive Officer XII	25	112	4	3.57
1199	Executive Officer XIII	26	144	3	2.08
1205	Junior Account Clerk	09-2	38	2	5.26
1210	Account Clerk	10	51	1	1.96
1220	Senior Account Clerk	11	86	1	1.16
1227	Business Manager I	16	22	0	0.0
1250	Principal Account Clerk	14	287	10	3.48
1255	Accountant	15	171	3	1.75
1257	Business Manager II	17	21	0	0.0
1260	Senior Accountant	16	140	1	.71
1262	Graduate Accountant I	17	25	1	4.00
1274	Graduate Accountant IV	20	20	0	0.0
1275	Principal Accountant	17	77	1	1.30
1280	Chief Accountant	19	54	0	0.0
1319	Junior Research Analyst	15	21	0	0.0
1326	Research Analyst	16	23	2	8.70
1327	Administrative Specialist I	14	28	1	3.57
1328	Administrative Specialist II	15	47	0	0.0
1329	Administrative Specialist III	16	39	1	2.56
1330	Administrative Specialist IV	17	44	1	2.27
1331	Administrative Specialist V	18	58	6	10.34
1349	Senior Research Analyst	18	55	1	1.82
1350	Principal Research Analyst	19	53	2	3.77
1356	Quality Control Advisor I	17	56	0	0.0
1385	Administrative Supervisor I	19	64	2	3.12
1386	Administrative Supervisor II	20	83	1	1.20
1387	Administrative Supervisor III	21	64	1	1.56
1391	Administrative Supervisor IV	22	39	0	0.0
1402	Teacher Aide	10	66	6	9.09
1403	Clerk Typist Trainee	09-2	36	0	0.0
1404	Clerk Helper	09-2	28	0	0.0
1405	Cooperative Education Trainee I	08-2	136	6	4.41
1410	Clerical Assistant	08-2	170	24	14.12
1424	Clerk	09-2	124	12	9.68
1435	Printing Equipment Operator I	10	26	6	23.08
1436	Clerk Typist	10	339	18	5.31
1437	Clerk Stenographer	11	112	7	6.25
1439	Key Punch Operator	10	57	7	12.28
1440	Asst. Clerical Section Supervisor	15	72	5	7.46
1442	Senior Clerk	10	194	14	7.22
1448	Senior Key Punch Operator	11	46	8	17.39
1450	Senior Clerk Typist	11	406	33	8.23
1452	Senior Clerk Stenographer	13	298	21	7.05

TABLE N (Continued)

Job Code	Class Title	Pay Grade	Total Employees	Total Non-White	Percent Non-White
1454	Principal Clerk	11	445	44	9.89
1456	Principal Clerk Typist	12	953	84	8.81
1457	Chief Clerk Typist	13	300	18	6.00
1458	Principal Clerk Stenographer	14	1,113	54	4.85
1459	Clerical Section Supervisor	16	182	8	4.40
1461	Key Punch Assistant Supervisor	14	37	0	0.0
1464	Principal Key Punch Operator	13	181	25	13.82
1465	Clerical Section Supervisor II	17	46	1	2.17
1468	Clerical Section Supervisor III	18	20	0	0.0
1470	Chief Clerk	14	459	27	5.88
1475	Printing Equipment Operator V	15	24	1	4.17
1481	Legal Secretary	16	251	6	2.39
1508	Interviewer Aide	14	43	5	11.63
1509	Examiner Aide	14	80	6	7.5
1510	Employment Technical Serv. Rep.	15	27	13	48.15
1515	Employment Interviewer	15	75	3	4.00
1518	Senior Employment Counselor	16	70	10	14.29
1522	Unemployment Insurance Examiner	15	78	4	5.13
1525	Senior Employment Interviewer	16	218	8	3.67
1526	Senior Employment Tech. Serv. Rep.	17	48	8	16.67
1532	Principal Employment Interviewer	17	40	4	10.00
1533	Principal Employment Tech. Serv. Rep.	19	60	2	3.33
1536	Principal Employment Counselor	17	50	4	8.00
1542	Senior Unemployment Ins. Examiner	16	88	10	11.36
1551	Principal Unemployment Ins. Examiner	18	24	2	10.53
1561	Unemployment Insurance Supervisor I	19	25	0	0.0
1569	Chief Employment Interviewer	18	23	0	0.0
1590	Section Supervisor I	19	20	0	0.0
1591	Section Supervisor II	20	48	2	4.17
1592	Section Supervisor III	21	104	4	3.85
1595	Branch Manager III	22	80	4	5.00
1603	Legal Aide	12	27	0	0.0
1635	Assistant Attorney General V	24	23	0	0.0
1663	Legal Counsel III	22	32	2	6.25
1664	Legal Counsel IV	23	24	0	0.0
1743	Principal Training Officer	19	24	1	4.17
1810	Storekeeper	11	34	0	0.0
1815	Senior Storekeeper	12	68	6	8.82
1823	Principal Storekeeper	13	80	8	10.00
1857	Chief Storekeeper	14	32	2	6.25
1903	Toll Collector I	11	196	4	2.04
1905	Toll Collector II	12	118	1	.85
1907	Toll Collector III	13	26	0	0.0
1908	Toll Collector IV	15	25	0	0.0
1938	Principal Revenue Field Auditor	20	89	0	0.0
1940	Principal Tax Examiner	18	23	0	0.0
1948	Principal Revenue Field Rep.	18	79	0	0.0
1949	Principal Revenue Supervisor	22	31	0	0.0

TABLE N (Continued)

Job Code	Class Title	Pay Grade	Total Employees	Total Non-White	Percent Non-White
	HEALTH SERVICES				
2286	Public Health Administrator II	20	21	0	0.0
2329	Environmental Specialist I	16	28	0	0.0
2342	Environmental Specialist II	17	28	0	0.0
2358	Environmental Specialist III	18	24	0	0.0
2365	Principal Chemist	19	20	0	0.0
2415	Physician I	E	34	1	2.94
2502	Nurse Aide Trainee	10	203	61	30.05
2506	Nurse Aide I	11	100	17	17.00
2507	Nurse Aide II	12	53	9	16.98
2515	Practical Nurse I	13	40	10	25.00
2516	Nurse Aide III	13	79	19	24.05
2517	Practical Nurse II	14	88	23	26.14
2518	Practical Nurse III	15	43	11	25.58
2521	Health Aide I	10	405	110	27.16
2522	Health Aide II	11	148	35	23.65
2523	Health Aide III	12	161	43	26.71
2524	Health Aide IV	13	177	59	33.33
2530	Nurse II	17	33	4	12.12
2545	Nurse III	18	86	4	4.65
2547	Nurse IV	19	105	1	.95
2560	Nurse V	20	53	1	1.89
	EDUCATIONAL SERVICES				
3118	Rehabilitation Counselor	16	27	0	0.0
3121	Senior Disability Determiner	17	43	1	2.33
3122	Senior Rahabilitation Counselor	17	53	1	1.89
3132	Principal Rehabilitation Counselor	18	102	1	.98
3144	Rehabilitation Supervisor I	19	26	0	0.0
3147	Rehabilitation Supervisor II	20	26	0	0.0
3150	Vocational Education Regional Coord.	21	33	0	0.0
3159	Education Program Coordinator II	21	56	3	5.36
3161	Education Program Supervisor II	21	130	2	1.54
3163	Education Unit Director II	23	100	1	1.00
3201	MSHA Instructor	09-2	91	1	1.10
3202	Industrial and Trade Instructor	09-2	40	1	2.50
3214	Teacher II	16	41	2	4.88
3228	Vocational School Department Head	20	26	1	3.85
3229	Vocational Guidance Counselor	20	52	1	1.92
3231	Vocational School Coordinator	20	64	1	1.56
3256	Correctional Education Specialist II	17	23	3	13.04
3265	Teacher of Deaf II	18	20	1	5.0
3266	Teacher of Deaf III	19	47	0	0.0
3319	Educational TV Broadcast Tech. III	19	40	1	2.50
3326	Educational TV Broadcast Tech. IV	20	20	0	0.0
3426	Voc. Instructor - Secretarial	11-2	30	0	0.0
3429	Voc. Instructor III - Secretarial	19	77	2	2.60
3431	Vocational Instructor - Clerical	11-2	36	0	0.0
3434	Vocational Instructor III - Clerical	19	49	1	2.04

TABLE N (Continued)

Job Code	Class Title	Pay Grade	Total Employees	Total Non-White	Percent Non-White
3456	Voc. Instructor - Nursing Careers	11-2	22	0	0.0
3469	Voc. Teacher III - Practical Nursing	19	75	1	1.3
3509	Voc. Teacher III - Health Careers	19	42	0	0.0
3534	Voc. Teacher III - Learning Center	19	27	1	3.7
3614	Voc. Teacher III - Auto Body Repair	19	36	2	5.55
3618	Voc. Teacher II - Auto Mechanics	18	53	0	0.0
3619	Voc. Teacher III - Auto Mechanics	19	80	1	1.25
3636	Voc. Instr. -Carpentry-Bldg. Trades	11-2	23	0	0.0
3638	Voc. Teach. II-Carpentry-Bldg. Trades	18	29	1	3.45
3639	Voc. Teach. III-Carpentry-Bldg. Trades	19	50	0	0.0
3664	Voc. Teacher III - Cosmetology	19	25	3	12.00
3674	Voc. Teacher III - Drafting	19	37	1	2.70
3681	Voc. Instructor - Electricity	11-2	44	1	2.27
3683	Voc. Teacher II - Electricity	18	23	0	0.0
3684	Voc. Teacher III - Electricity	19	71	0	0.0
3708	Voc. Teacher II - Machine Shop	18	22	0	0.0
3709	Voc. Teacher III - Machine Shop	19	36	1	2.78
3776	Voc. Instructor - Welding	11-2	34	0	0.0
3778	Voc. Teacher II - Welding	18	33	0	0.0
3779	Voc. Teacher III - Welding	19	61	1	1.64
3781	Voc. Instructor-Firefighter Training	11-2	108	1	.93
3836	Voc. Instructor - First Aid	11-2	21	0	0.0
3966	Voc. Instructor-Emerg. Medical Tech.	11-2	35	1	2.86
	SOCIAL WORK AND RECREATION SERVICES				
4115	Senior Recreation Leader	15	27	4	14.81
4202	Social Service Aide II	11	21	1	4.76
4204	Social Service Aide III	12	49	16	34.78
4205	Eligibility Worker I	14	80	7	8.75
4207	Home Services Aide for Aged II	11	61	4	6.56
4210	Eligibility Worker II	15	86	5	5.81
4216	Eligibility Worker III	16	1,159	73	6.30
4218	Social Worker I	15	230	8	3.48
4219	Mental Health Associate I	13	86	12	13.95
4220	Mental Health Associate II	14	96	6	6.25
4225	Mental Health Associate III	15	30	0	0.0
4227	Social Worker II	16	404	16	3.96
4229	Eligibility Worker IV	17	181	6	3.31
4230	Social Worker III	17	254	8	3.15
4231	Graduate Social Worker I	17	28	1	3.57
4235	Graduate Social Worker II	18	49	7	14.29
4248	Social Worker IV	18	99	6	6.06
4250	Income Maintenance Supervisor	19	66	2	3.03
4256	Graduate Social Worker III	19	56	8	14.29
4265	Social Worker V	19	88	6	6.82
4271	Graduate Social Worker IV	20	33	1	3.03
4275	Social Worker VI	20	36	4	11.11
4293	District Program Manager	21	40	1	2.50
4294	Program Investigative Officer I	18	27	3	11.11

TABLE N (Continued)

Job Code	Class Title	Pay Grade	Total Employees	Total Non-White	Percent Non-White
4295	Assistant District Program Manager	20	29	2	6.90
4325	Veterans Job Developer	15	30	2	6.67
	PROFESSIONAL ENGINEERING AND SCIENTIFIC				
5145	Senior Agriculturalist	16	24	0	0.0
5205	Forestry Aide	10	50	0	0.0
5210	Senior Forestry Aide	11	60	0	0.0
5211	Principal Forestry Aide	12	34	0	0.0
5213	Chief Forestry Aide	14	26	0	0.0
5310	Senior Wildlife and Fishery Aide	13	20	0	0.0
5488	Enforcement Officer II	16	31	0	0.0
5516	Library Assistant III	13	20	0	0.0
5530	Librarian III	18	26	0	0.0
5605	Tour Guide I	09-2	21	0	0.0
5609	Park Desk Clerk I	11	63	0	0.0
5611	Park Desk Clerk II	12	22	0	0.0
5636	Park Laborer	12	423	7	1.65
5666	Park Worker	10-2	706	26	3.68
5677	Senior Park Worker	12	41	0	0.0
5701	Mapping & Property Appraiser Tech.	12	20	0	0.0
5702	Junior Mapping & Prop. Appraiser Tech	10-2	22	0	0.0
5703	Junior Right of Way Agent	15	22	3	13.64
5710	Right of Way Agent	16	28	2	7.14
5718	Senior Right of Way Agent	18	28	1	3.57
5740	Pricipal Right of Way Agent	19	73	1	1.37
5754	Chief Right of Way Agent	22	22	0	0.0
5802	Environmental Engineer II	19-3	23	8	34.78
5814	Civil Engineering Associate	19-3	51	4	7.84
5828	Environmental Engineer III	20-2	23	3	13.04
5837	Civil Engineer	20-2	44	1	2.27
5838	Environmental Engineer V	22	32	3	9.37
5847	Senior Civil Engineer	21	89	1	1.12
5852	Principal Civil Engineer	22	109	0	0.0
5858	Chief Civil Engineer	23	118	1	.85
5859	Highway Engineer Assistant Director	24	35	0	0.0
5903	Engineering Helper	12	263	17	6.46
5905	Engineering Aide	13	131	4	3.05
5909	Highway Construction Inspector	10	51	5	9.80
5923	Senior Engineering Aide	14	155	3	1.93
5950	Principal Engineering Aide	16	245	2	.82
5973	Engineering Technologist I	17	194	3	1.55
5976	Engineering Technologist II	18	163	1	.61
5980	Engineering Technologist III	19	185	0	0.0
5984	Engineering Technologist IV	20	212	1	.47
	INSPECTIONAL, INVESTIGATIONAL AND EXAMINING SERVICES				
6131	Agricultural Inspector I	14	122	1	.82
6132	Agricultural Inspector II	15	35	0	0.0

TABLE N (Continued)

Job Code	Class Title	Pay Grade	Total Employees	Total Non-White	Percent Non-White
6528	Public Health Representative I	16	30	3	10.00
6537	Plumbing Inspector	20	43	1	2.33
6547	Public Health Representative II	17	21	0	0.0
6549	Public Health Representative III	18	41	1	2.44
6564	Public Health Representative IV	19	90	2	2.22
6579	Health/Social Services Surveyor I	15	26	3	11.54
6710	Reclamation Inspector	16	57	0	0.0
6720	Senior Reclamation Inspector	17	46	0	0.0
6721	Senior Mining Inspector	24-5	24	1	4.17
6723	Principal Reclamation Inspector	18	20	0	0.0
6775	Mine Safety Analyst	23-5	31	2	6.45
6776	Senior Mine Safety Analyst	24-5	38	1	2.63
6810	Deputy State Fire Marshall I	16	20	1	5.00
6811	Deputy State Fire Marshall II	18	31	1	3.23
6832	Motor Transportation Inspector I	16	67	1	1.49
	LABOR AND TRADES SERVICE				
7203	Senior Watchman	10	24	3	12.50
7216	Highway Maintenance Superintendent II	17	56	0	0.0
7235	Highway Assistant County Foreman	15	137	2	1.46
7236	Highway County Foreman	16	123	1	.81
7239	Carpenter Foreman	17	20	1	5.0
7242	Highway Foreman III	15	109	1	.92
7243	Maintenance Foreman	15	73	4	5.48
7245	Senior Electrician	15	20	0	0.0
7264	Senior Garage Foreman	16	25	0	0.0
7265	Chief Automotive Mechanic	16	23	0	0.0
7270	Senior Maintenance & Operations Eng.	17	36	0	0.0
7286	Principal Maint. & Operations Eng.	19	29	0	0.0
7301	Blind Industries Laborer I	10	58	9	15.52
7324	Stationary Fireman	11	20	2	10.00
7329	Highway Laborer	12	960	117	12.19
7330	Laborer Aide	10	471	72	15.29
7333	Light Equipment Operator	12	1,327	91	6.86
7334	Maintenance Laborer	12-3	325	67	20.61
7345	Maintenance Worker	13	156	14	8.97
7351	Automotive Mechanic	12	43	2	4.65
7357	Carpenter	14	62	2	3.23
7353	Heavy Equipment Operator Trainee	13	110	6	5.45
7361	Stationary Fireman First Class	14	35	2	5.71
7363	Painter	14	42	2	4.76
7364	Senior Welder	15	22	0	0.0
7372	Heavy Equipment Operator	14	808	22	2.72
7373	Senior Carpenter	15	55	1	1.82
7375	Electrician	14	20	2	10.00
7389	Senior Automotive Mechanic	14	113	0	0.0
7394	Diesel Mechanic	17	58	1	1.72
7395	Special Equipment Operator	15	102	1	.98
7396	Senior Radio Technician	18	25	0	0.0

TABLE N (Continued)

Job Code	Class Title	Pay Grade	Total Employees	Total Non-White	Percent Non-White
7397	Principal Automotive Mechanic	15	69	3	4.35
7405	Watchman	09-2	52	1	1.92
7409	Timekeeper	13	121	1	.83
7413	Automotive Mechanic Helper	10	28	2	7.14
7430	State Fair Laborer II	12	58	17	29.31
7431	State Fair Worker	10	53	26	49.06
	FOOD AND HOUSEKEEPING SERVICE				
8117	Park Chef I	11	23	2	8.70
8132	Waitress	50	155	1	.64
8201	Homemaker I	10	56	4	7.14
8202	Homemaker II	11	79	14	17.72
8208	Janitor	10	504	149	29.56
8216	Homemaker III	12	36	8	22.22
8221	Service Worker I	10	280	96	34.29
8222	Service Worker II	11	125	51	40.80
8223	Service Worker III	12	120	37	30.83
8224	Service Worker IV	13	94	29	30.85
	PUBLIC SAFETY AND PROTECTION SERVICE				
9117	Correctional Officer II	15	676	75	11.09
9118	Boating Law Enforcement Officer I	16	35	1	2.86
9125	Correctional Officer III	16	60	6	10.00
9137	Residential Aide II	10	36	7	19.44
9138	Residential Aide III	12	120	12	10.00
9139	Residential Aide IV	13	204	27	13.04
9142	Residential Aide V	14	36	6	16.67
9205	Fish & Wildlf Law Enforcement Off.	16	84	0	0.0
9206	Fish & Wildlf Law Enforecment Off. II	17	33	0	0.0
9300	Civil Defense Director	*	41	0	0.0
9402	Guard I	11	39	2	5.13
9404	Guard II	12	53	1	1.92
9413	Park Ranger	13	108	3	2.78
9415	Police Radio Dispatcher	16	69	1	1.45
9418	Senior Park Ranger	15	25	0	0.0
9420	Senior Police Radio Dispatcher	18	46	0	0.0
9425	Police Trooper Cadet	15	65	4	6.15
9429	Police Trooper	19	192	10	5.21
9430	Police Sergeant	21	107	0	0.0
9434	Senior Police Trooper	20	552	10	1.81
9435	Police Lieutenant	22	47	0	0.0
9440	Police Captain	23	30	0	0.0
9510	Juvenile Counselor I	15	23	1	4.35
9511	Probation and Parole Officer II	16	152	8	5.26
9515	Juvenile Counselor II	16	38	1	2.63
9516	Classification & Treatment Officer II	17	46	2	4.38
9519	Juvenile Counselor III	17	35	1	2.86
9525	Juvenile Counselor IV	18	41	1	2.44
9529	Juvenile Counselor V	19	39	2	5.13
9532	Juvenile Counselor VI	20	42	3	7.14

*Pay grade not available.

BLACKS GAINED ADDITIONAL JOBS IN LOWER PAYGRADES

One measure of the success of the state's affirmative action efforts is the percentage of additional jobs blacks obtained during the two-year period. Between 1977 and 1979 blacks gained additional jobs in the lower one-third of the state paygrades while whites lost jobs. In paygrades 8-14, blacks gained almost 200 additional jobs and whites lost almost 2,000 jobs. This further shows the concentration of blacks at poor paying jobs and shows that whites are getting better jobs while blacks are being left behind.

In the middle paygrade groups (15-21) blacks gained 293 additional jobs for a 6.3 percent gain. Whites gained 4,320 additional jobs in the same paygrades.

In the higher paygrades (22-29) blacks gained only 32 additional jobs while whites gained over 1000 additional jobs.

It is clear then that blacks are making some gains but they are mostly in the low paying jobs where blacks have been traditionally confined.

Some agencies shown progress in hiring blacks by the percentage of additional jobs blacks received during the two-year period. Both in the Office of Public Protection and Regulation Cabinet and the Office of the Justice Cabinet blacks gained in additional jobs while whites lost jobs. In Public Protection, which had no blacks in 1977, whites lost a total of six jobs and blacks gained two jobs. In Justice, whites lost two jobs and blacks gained two.

The Alcoholic Beverage Control Board added 2 positions and a black was hired for one for a 50.0 percent gain. The Ky. State Fair Board hired blacks for 45.3 percent of its additional jobs during 1977-1979.

Blacks gained 39.3 percent of the additional jobs in the Department of Transportation and they gained 30.8 percent of the additional jobs in the Bureau for Health Services inside of the Department for Human Resources. The Bureau for the Blind, in the education cabinet, also hired blacks for 30.8 percent of its additional jobs.

Other departments showed their lack of progress by the percentage of jobs lost by blacks in their departments. Blacks lost all the jobs they had in the Governor's Office as well as the Attorney General's Office between November 1977 and November 1979. The Teacher's Retirement System lost the one black it had while hiring two additional whites.

In the Bureau of Corrections, blacks lost 12 jobs while 140 additional whites were hired.

Other agencies where blacks lost positions and whites gained positions were: Office of Secretary of State, Department for Local Government, Department of Agriculture, Office of Administrative Services (DHR) and the Department of Public Information.

It is clear then by the progress of some agencies that affirmative action does work and blacks were being hired; but in other agencies, the lack of progress resulted in black jobs lost and white jobs gained.

TABLE O

Black Share of Additional Jobs by Pay Grade Group, 1977-1979

Name	Pay Grades	Additional Jobs White	Additional Jobs Black	% Additional Black Jobs
Governor's Office	69	0	-2	0.0
Lieutenant Governor's Office	Total	+1	0	0.0
	8-14	0	0	0.0
	15-21	+2	0	0.0
	22-28	-1	0	0.0
	69	0	0	0.0
Legislative Research Commission	Total	+33	0	0.0
	8-14	-20	-1	-
	15-21	+21	+1	4.5
	22-28	+34	0	0.0
	69	-2	0	0.0
Secretary of State	Total	-1	-1	-
	8-14	-2	-1	-
	15-21	+1	0	0.0
	22-28	0	0	-
	69	1	0	0.0
Treasury Department	Total	+6	0	0.0
	8-14	-8	-1	0.0
	15-21	+14	+1	6.7
	22-30	0	0	0.0
	69	0	0	0.0
Office of Attorney General	Total	+25	-1	0.0
	8-14	-1	0	0.0
	15-21	+14	-1	0.0
	22-28	+12	0	0.0
	69	0	0	0.0
Auditor of Public Accounts	Total	+28	0	0.0
	8-14	+2	0	0.0
	15-21	+10	0	0.0
	21-30	+16	0	0.0
	69	0	0	0.0
Department for Local Government	Total	-1	-1	-
	8-14	-11	0	0.0
	15-21	-1	-2	-
	22-30	+12	+1	7.7
	69	-1	0	0.0
Department of Public Information	Total	-47	-2	0.0
	8-14	-32	-2	0.0
	15-21	-19	0	0.0
	22-30	+4	0	0.0
	69	0	0	-
Revenue Department	Total	+67	0	0.0
	8-14	-11	0	0.0
	15-21	+41	0	0.0
	22-30	+37	0	0.0
	69	0	0	0.0
Teacher's Retirement System	Total	+2	-1	0.0
	8-14	-1	-1	-
	15-21	+2	0	0.0
	22-30	+1	0	0.0
	69	0	0	-

TABLE O (Continued)

Name	Pay Grades	Additional Jobs White	Additional Jobs Black	% Additional Black Jobs
Kentucky Retirement System	Total	+2	0	0.0
	8-14	0	0	-
	15-21	+2	0	0.0
	22-30	0	0	-
	69	0	0	-
Department of Personnel	Total	+5	+2	28.6
	8-14	-22	+1	100.0
	15-21	+20	-1	0.0
	22-30	+7	+2	22.2
	69	0	0	-
Military Affairs	Total	+68	0	0.0
	8-14	+35	0	0.0
	15-21	+29	0	0.0
	22-30	+4	0	0.0
	69	0	0	0.0
Finance Department	Total	+297	+48	13.9
	8-14	+58	+39	40.2
	15-21	+168	+6	3.4
	22-30	+69	+1	1.4
	69	+2	+2	50.0
Office of the Development Cab.	Total	+16	+2	11.1
	8-14	+3	+1	25.0
	15-21	+6	+1	14.3
	22-30	+7	0	0.0
	69	0	0	-
Department of Agriculture	Total	-12	-9	0.0
	8-14	-48	-9	0.0
	15-21	+40	0	0.0
	22-30	-4	0	0.0
	69	0	0	0.0
Commerce Department	Total	+11	+2	15.4
	8-14	-7	-1	0.0
	15-21	+3	+1	25.0
	22-30	+11	+1	8.3
	69	+4	+1	20.0
Department of Fish & Wildlife	Total	-6	0	0.0
	8-14	-18	0	0.0
	15-21	+12	0	0.0
	22-30	0	0	0.0
	69	0	0	0.0
Department of Parks	Total	+115	+9	7.3
	8-14	-60	+8	100.0
	15-21	+165	0	0.0
	22-30	+5	0	0.0
	69	0	0	-
	50	+5	+1	16.7
Kentucky State Fair Board	Total	+29	+24	45.3
	8-14	+1	+23	95.8
	15-21	+24	+1	4.0
	22-30	+4	0	0.0
Department of Tourism	NO COMPARISON IN 1979			

TABLE O (Continued)

Name	Pay Grades	Additional Jobs White	Additional Jobs Black	% Additional Black Jobs
Department of Transportation	Total	+205	+133	39.3
	8-14	-552	+104	100.0
	15-21	+581	+26	4.3
	22-30	+174	+3	1.7
	69	+2	0	0.0
Department of Education	Total	+332	+15	4.3
	8-14	-81	+4	100.0
	15-21	+296	+10	3.3
	22-30	+118	+1	0.8
	69	-1	0	0.0
Dept. of Library & Archives	Total	+11	0	0.0
	8-14	-4	0	0.0
	15-21	+12	0	0.0
	22-30	+3	0	0.0
	69	0	0	0.0
Kentucky's Historical Society	Total	+7	+1	12.5
	8-14	-5	+1	100.0
	15-21	+7	0	0.0
	22-30	+5	0	0.0
	69	0	0	-
Bureau for the Blind	Total	+9	+4	30.8
	8-14	-8	+4	100.0
	15-21	+13	0	0.0
	22-30	+4	0	0.0
	69	0	0	0.0
Ky. Higher Ed. Assistance Auth.	Total	+19	0	0.0
	8-14	+2	0	0.0
	15-21	+15	0	0.0
	22-30	+1	0	0.0
	69	+1	0	0.0
Ky. Council on Higher Education	Total	+15	+1	6.2
	8-14	-8	0	0.0
	15-21	+15	+1	6.2
	22-30	+10	0	0.0
	69	-2	0	0.0
Office of Public Prot. & Reg.	Total	-6	+2	100.0
	8-14	-10	0	0.0
	15-21	+4	+2	50.0
	22-30	0	0	-
	69	0	0	-
Alcoholic Beverage Control	Total	+1	+1	50.0
	8-14	-21	+1	100.0
	15-21	+22	0	0.0
	22-30	0	0	0.0
	69	0	0	0.0
Dept. of Banking & Securities	Total	+6	+1	14.3
	8-14	-2	0	0.0
	15-21	-10	1	100.0
	22-30	+18	0	0.0
	69	0	0	0.0

TABLE O (Continued)

Name	Pay Grades	Additional Jobs White	Additional Jobs Black	% Additional Black Jobs
Department of Insurance	Total	-105	0	0.0
	8-14	-65	+1	100.0
	15-21	-40	-1	0.0
	22-30	0	0	-
	69	0	0	-
Department of Labor	Total	+112	+1	0.9
	8-14	+28	-4	0.0
	15-21	+42	+4	8.7
	22-30	+43	0	0.0
	69	0	1	100.0
	JJ	-1	0	0.0
Department of Mines and Minerals	Total	+64	+7	9.9
	8-14	+6	+2	25.0
	15-21	+2	+5	71.4
	22-30	+56	0	0.0
	69	0	0	0.0
Department of Housing	NO COMPARISON IN 1977			
Board of Elections	Total	-4	0	0.0
	8-14	-3	0	0.0
	15-21	0	0	0.0
	22-30	-1	0	0.0
	69	0	0	0.0
Energy & Utility Regulation Com.	Total	+14	+1	6.7
	8-14	-6	+1	100.0
	15-21	+11	0	0.0
	22-30	+9	0	0.0
	69	0	0	-
Occupational Safety & Health Rev.	Total	+1	0	0.0
	8-14	-	-	-
	15-21	0	0	-
	22-30	+1	0	0.0
	69	0	0	-
Local Disaster & Emerg. Services	Total	-1	0	0.0
	8-14	0	0	0.0
	15-21	0	0	0.0
	22-30	0	0	0.0
	69	-1	0	0.0
Office of the Justice Cabinet	Total	-2	+2	100.0
	8-14	-36	-2	-
	15-21	+7	+2	28.6
	22-30	+23	+1	4.2
	69	+4	+1	20.0
Bureau of Corrections	Total	+140	-12	0.0
	8-14	-509	-59	0.0
	15-21	+633	+47	6.9
	22-30	+22	+1	4.3
	FF-HH	-2	0	0.0
	69	-4	-1	0.0
Bureau of State Police	Total	+127	+5	3.8
	8-14	-104	-4	0.0
	15-21	+180	+9	4.8
	22-30	+51	0	0.0
	69	0	0	0.0

TABLE O (Continued)

Name	Pay Grades	Additional Jobs White	Additional Jobs Black	% Additional Black Jobs
Administrative Office of Courts	Total	+1377	+64	4.4
	8-14	+14	+1	6.7
	15-21	+4	+4	50.0
	22-28	+1	0	0.0
	69	+1358	+59	4.2
Commonwealth Attorney's	Total	+113	0	0.0
	15-21	-1	0	0.0
	69	+114	0	0.0
Office of Public Advocacy	Total	+32	+1	3.0
	8-14	+4	0	0.0
	15-21	+15	-1	0.0
	22-30	+13	+2	13.3
	69	0	0	0.0
Prosecutor's Advisory Council	DATA NOT AVAILABLE FOR 1977			
Department for Natural Resources	Total	+186	+12	6.1
	8-14	-4	0	0.0
	15-21	+121	+7	5.5
	22-30	+69	+5	6.8
	69	0	0	-
Department of Energy	NO COMPARISON IN 1977			
Total Dept. for Human Resources	Total	+1193	+261	17.9
	8-14	-542	+92	100.0
	15-21	+1589	+165	9.4
	22-28	+158	+6	3.7
	AA-JJ	-9	-2	-
	69	-3	0	-
Office of the Secretary	Total	+265	+18	6.4
	8-14	+43	+6	12.2
	15-21	+187	+11	5.5
	22-28	+34	+1	2.9
	AA-JJ	1	0	0.0
	69	0	0	0.0
Office of Adm. Services	Total	-251	-23	-
	8-14	-216	-20	-
	15-21	-44	-3	-
	22-28	+9	0	0.0
	AA-JJ	-	-	-
	69	-	-	-
Bureau for Social Insurance	Total	+393	+42	9.6
	8-14	+32	+4	11.1
	15-21	+331	+37	10.5
	22-28	+31	+1	3.1
	AA-JJ	-	-	-
	69	-1	0	0.0
Bureau for Social Services	Total	+332	+38	10.3
	8-14	-257	-8	-
	15-21	+571	+44	7.1
	22-28	+19	+2	9.5
	AA-JJ	0	0	-
	69	-1	0	0.0

TABLE O (Continued)

Name	Pay Grades	Additional Jobs White	Additional Jobs Black	% Additional Black Jobs
Bureau for Manpower Services	Total	+110	+31	22.0
	8-14	-116	-1	-
	15-21	+213	+32	13.1
	22-28	+14	0	0.0
	AA-JJ	-	-	-
	69	-1	0	0.0
Bureau for Health Services	Total	+348	+155	30.8
	8-14	-25	+111	100.0
	15-21	+332	+44	11.7
	22-28	+51	+2	3.8
	AA-JJ	-10	-2	-
	69	0	0	0.0
Governor's Task Force on Welfare Reform	NO COMPARISON WITH 1977			
Boards	Total	-4	0	0.0
	8-14	-7	0	0.0
	15-21	+1	0	0.0
	22-30	+6	0	0.0
	69	-4	0	0.0
Commissions	Total	+35	0	0.0
	8-14	-10	-2	0.0
	15-21	+33	+1	2.9
	22-30	+13	+1	7.1
	69	-1	0	0.0
All Departments	Total	+4957	+582	10.5
	8-14	-1990	+195	100.0
	15-21	+4320	+293	6.3
	22-29	+1043	+32	3.0
	50	+5	+1	16.7
	69	+1591	+63	3.8
	AA-JJ	-12	-2	-

CONCLUSIONS

While there were more blacks working for the state in 1979 than ever before, sheer numbers in themselves do not eliminate the inequality in pay blacks have confronted in state government. It is only reasonable to expect the percentage of payroll to increase along with the percentage of workers. However, the percentage of payroll has not kept up.

Coupled with the poor percentage of payroll was the increasing salary gap between blacks and whites. One major reason behind the enlargening gap was that whites were moving up the pay scale leaving black employees more compacted in lower paygrades. This was evidenced by the 23 state agencies that had 75 percent of their black employees in the bottom paygrades. Also, the black gain of 200 additional jobs and the white loss of 2,000 jobs in paygrades 8-14 was witness to this problem.

Black attainment and utilization among the many job categories in state government continued to be poor. The fact that blacks worked in only 466 of 1,968 job categories was alarming. The additional fact that the largest black job category was that of janitor is reminiscent of earlier times.

Finally, some state agencies have made noteworthy progress. Agencies such as the Department of Commerce, Department of Transportation and the Department for Human

Resources have overcome past practices by their promotion of equal job opportunity. However, a few agencies virtually have not made progress--such as the Department of Agriculture, Department of Revenue, Department of Fish and Wildlife, Department of Banking and Securities and the Ky. Higher Education Assistance Authority. Their records limit the overall progress of state government and remain as examples of the past practices of state government as a whole.

APPENDIX I

Job Level Distribution of Black Employees
Selected State Agencies and Comparisons, 1965, 1967, 1969, 1971, 1974, 1975, 1976, 1977 and 1979

Agency		Unskilled	Semi-skilled	Skilled	Clerical	Supervisory	Professional	Total Black Employees
Human Resources	1974	226	172	62	200	322	120	1102
	1975	208	120	72	244	375	261	1173
	1976	181	60	107	204	376	276	1086
	1977	219	159	69	206	384	279	1191
	1979	261	212	66	239	468	388	1466
Office of the Secretary	1979	0	0	0	10	6	15	28
Office of Administrative Services	1979	7	2	0	15	2	5	30
Bureau for Social Insurance	1979	25	2	3	93	106	122	262
Bureau for Social Services	1979	15	38	5	63	101	89	270
Bureau for Manpower Services	1979	18	0	2	25	12	63	110
Bureau for Health Services	1979	196	170	56	33	241	94	766
Transportation	1974	168	13	18	31	14	15	259
	1975	264	22	28	25	15	20	364
	1976	270	23	27	33	20	22	391
	1977	253	19	29	34	22	16	376
	1979	303	46	39	58	30	41	509
Education	1965	39	12	2	12	1	27	93
	1967	51	17	6	15	2	44	135
	1969	53	18	-	15	4	46	136
	1971	41	24	5	19	3	46	138
	1974	37	11	3	26	30	44	151
	1975	37	12	3	21	33	53	151
	1976	35	14	4	19	32	47	143
	1977	33	16	3	17	33	51	144
	1979	30	15	4	25	39	63	164
Finance	1965	80	9	-	6	-	-	95
	1967	70	6	2	10	2	-	88
	1969	64	6	-	11	-	1	82
	1971	56	5	1	10	1	8	81
	1974	44	5	1	12	8	2	72
	1975	57	5	1	12	12	5	88
	1976	52	5	1	12	11	2	81
	1977	54	7	1	9	12	3	84
	1979	78	9	13	11	17	10	133
State Police	1965	15	1	-	6	-	-	22
	1967	16	-	1	6	-	1	24
	1969	5	-	1	8	1	-	15
	1971	4	-	1	4	-	2	11
	1974	4	-	2	8	-	7	21
	1975	5	2	2	14	-	12	35
	1976	5	1	3	13	-	19	41
	1977	6	-	3	12	1	21	43
	1979	5	1	4	11	12	25	48

APPENDIX I (Continued)

Job Level Distribution of Black Employees, Selected State Agencies, and Comparisons, 1965, 1967, 1969, 1971, 1974, 1975, 1976, 1977 and 1979

Agency		Unskilled	Semi-skilled	Skilled	Clerical	Supervisory	Professional	Total Black Employees
Parks	1965	12	-	-	1	-	-	13
	1967	12	1	-	-	-	-	13
	1969	6	-	-	1	1	-	8
	1971	35	1	-	1	11	1	39
	1974	14	2	2	2	12	2	34
	1975	18	4	1	26	-	2	51
	1976	9	4	1	28	1	1	44
	1977	8	-	6	20	2	1	37
	1979	8	3	1	27	3	5	46
Agriculture	1965	2	-	-	-	-	-	2
	1967	3	-	-	-	-	-	3
	1969	4	-	-	1	1	-	6
	1971	2	-	-	1	-	3	6
	1974	3	-	-	2	-	-	5
	1975	4	-	-	3	-	-	6
	1976	4	-	-	2	-	1	7
	1977	5	-	-	4	-	1	10
	1979	0	0	0	0	0	1	1
Alcoholic Beverage	1965	1	-	-	-	-	1	2
	1967	1	-	-	-	-	1	2
	1969	1	-	-	-	-	2	3
	1971	1	-	-	-	-	3	4
	1974	1	-	-	-	-	3	4
	1975	1	-	-	-	-	2	3
	1976	1	-	-	-	-	2	3
	1977	-	-	-	-	-	3	3
	1979	0	0	0	0	1	3	4
Auditor	1965	-	-	-	-	-	-	-
	1967	-	-	-	-	-	-	-
	1969	-	-	-	1	-	-	1
	1971	-	-	-	-	1	-	1
	1974	-	-	-	-	-	1	1
	1975	-	-	-	-	-	1	1
	1976	-	-	-	1	1	1	2
	1977	-	-	-	-	1	1	1
	1979	0	0	0	0	1	-	1
Attorney General	1965	-	-	1	-	-	-	1
	1967	-	-	1	-	-	-	1
	1969	1	-	-	2	-	-	3
	1971	1	-	1	-	1	-	3
	1974	-	-	-	1	-	-	1
	1975	-	-	-	1	-	-	1
	1976	-	-	-	2	-	1	3
	1977	-	-	-	1	1	-	2
	1979	0	0	0	2	1	2	5

APPENDIX I (Continued)

Job Level Distribution of Black Employees, Selected State Agencies, and Comparisons, 1965, 1967, 1969, 1971, 1974, 1975, 1976, 1977 and 1979

Agency		Unskilled	Semi-skilled	Skilled	Clerical	Supervisory	Professional	Total Black Employees
Banking	1965	1	-	-	-	-	-	1
	1967	-	1	-	-	-	-	1
	1969	1	-	-	-	1	-	2
	1971	-	-	-	-	-	-	-
	1974	-	-	-	-	-	-	-
	1975	-	-	-	-	-	-	-
	1976	-	-	-	-	-	-	-
	1977	-	-	-	-	-	-	-
	1979	0	0	0	0	0	1	1
Commerce	1965	1	-	-	-	1	-	2
	1967	-	-	-	-	1	-	1
	1969	-	-	-	-	-	-	-
	1971	-	-	-	-	-	-	-
	1974	-	-	-	2	4	3	9
	1975	-	-	-	1	4	7	9
	1976	-	-	-	1	4	7	9
	1977	-	-	-	2	5	9	12
	1979	0	0	0	2	6	10	13
Corrections	1965	-	-	-	-	2	-	2
	1967	-	-	-	-	1	1	2
	1969	-	-	1	-	-	1	2
	1971	-	1	-	1	-	3	5
	1974	-	21	-	4	5	7	37
	1975	-	31	2	9	5	18	62
	1976	-	56	-	5	9	2	88
	1977	-	60	1	7	12	28	100
	1979	0	52	0	5	12	29	91
Administrative Office of the Courts	1965	2	-	-	-	-	-	2
	1967	1	-	1	-	-	-	2
	1969	1	-	1	-	-	-	2
	1971	1	-	-	-	2	-	3
	1974	1	-	1	-	-	-	2
	1975	1	-	1	-	-	-	2
	1976	-	-	1	-	-	-	1
	1977	-	-	1	-	-	-	1
	1979	0	0	0	0	0	0	0
Energy	1975	-	-	-	-	-	-	-
	1976	NA	NA	NA	NA	NA	NA	NA
	1977	-	-	-	-	-	-	-
	1979	0	0	0	0	2	2	3
Fish and Wildlife	1965	1	1	-	-	-	-	2
	1967	1	1	2	-	-	-	4
	1969	1	1	2	-	-	-	4
	1971	1	-	2	-	-	-	3
	1974	-	-	2	-	-	-	2
	1975	-	-	1	1	-	-	2
	1976	-	-	1	1	-	-	2
	1977	-	-	1	1	-	-	2
	1979	0	1	0	1	0	0	2

APPENDIX I (Continued)

Job Level Distribution of Black Employees, Selected State Agencies, and Comparisons, 1965, 1967, 1969, 1971, 1974, 1975, 1976, 1977 and 1979

Agency		Unskilled	Semi-skilled	Skilled	Clerical	Supervisory	Professional	Total Black Employees
Governor's Office	1965	-	-	1	-	-	-	1
	1967	-	-	-	1	-	1	2
	1969	-	-	-	-	-	-	-
	1971	-	-	-	-	-	-	-
	1974	-	-	-	-	-	-	-
	1975	-	-	-	-	-	-	-
	1976	-	-	-	-	-	-	-
	1977	NA	NA	NA	NA	NA	NA	NA
	1979	NA	NA	NA	NA	NA	NA	NA
Historical Society	1965	-	-	1	-	-	-	1
	1967	-	-	-	1	-	1	2
	1969	-	-	-	-	-	-	-
	1971	-	-	-	-	-	-	-
	1974	-	-	-	-	-	-	-
	1975	-	-	-	-	-	-	-
	1976	NA	NA	NA	NA	NA	NA	NA
	1977	-	-	-	-	-	-	-
	1979	NA	NA	NA	NA	NA	NA	NA
Insurance	1965	-	1	-	1	-	-	2
	1967	-	-	2	1	-	-	4
	1969	-	-	-	3	-	-	3
	1971	-	-	1	1	-	-	2
	1974	1	-	-	-	-	-	1
	1975	-	-	2	2	-	1	5
	1976	1	-	1	1	-	2	5
	1977	1	-	1	1	-	1	4
	1979	2	0	0	1	1	0	4
Labor	1965	1	-	-	4	-	-	5
	1967	1	-	-	4	-	1	6
	1969	1	-	-	1	-	-	2
	1971	1	-	-	2	-	-	3
	1974	2	-	-	12	1	4	19
	1975	2	-	-	12	2	3	18
	1976	1	-	-	10	2	3	15
	1977	1	-	-	11	3	8	22
	1979	1	0	0	8	4	7	20
Legislative Research	1965	-	-	1	1	-	1	3
	1967	-	-	-	2	-	1	5
	1969	-	-	-	4	-	1	5
	1971	-	-	1	2	-	2	5
	1974	-	-	1	2	1	-	4
	1975	-	-	-	2	2	-	4
	1976	-	-	-	-	-	-	-
	1977	-	-	-	-	-	-	-
	1979	NA	NA	NA	NA	NA	NA	NA

APPENDIX I (Continued)

Job Level Distribution of Black Employees, Selected State Agencies, and Comparisons, 1965, 1967, 1969, 1971, 1974, 1975, 1976, 1977 and 1979

Agency		Unskilled	Semi-skilled	Skilled	Clerical	Supervisory	Professional	Total Black Employees
Libraries	1965	-	-	1	1	-	1	3
	1967	-	-	-	2	-	1	5
	1969	-	-	-	4	-	1	5
	1971	-	-	1	2	-	2	5
	1974	-	-	1	2	1	-	4
	1975	-	-	-	2	2	-	4
	1976	-	-	-	1	1	-	2
	1977	-	-	-	6	2	-	8
	1979	0	0	0	7	1	0	8
Lieutenant Governor	1965	-	-	-	-	-	-	-
	1967	-	-	-	-	-	-	-
	1969	-	-	-	-	1	-	1
	1971	-	-	-	-	-	-	-
	1974	-	-	-	-	-	-	-
	1975	-	-	-	-	-	-	-
	1976	-	-	-	-	-	-	-
	1977	-	-	-	-	-	-	-
	1979	0	0	0	0	0	0	0
Military	1965	3	-	-	-	-	-	3
	1967	4	-	-	-	-	-	4
	1969	7	-	-	-	-	-	7
	1971	4	1	1	-	-	-	6
	1974	3	-	2	1	1	-	7
	1975	4	-	2	-	1	-	7
	1976	5	-	1	1	-	-	7
	1977	5	-	1	1	-	-	7
	1979	6	0	1	0	0	0	7
Mines and Minerals	1965	2	-	-	-	-	-	2
	1967	2	-	-	-	-	-	2
	1969	2	-	-	-	-	-	2
	1971	2	-	-	-	-	-	2
	1974	2	-	-	-	-	1	2
	1975	2	-	-	-	-	1	2
	1976	2	-	-	-	-	1	3
	1977	2	-	-	-	-	-	2
	1979	2	0	0	1	3	5	9
Natural Resources	1965	1	-	1	-	-	-	2
	1967	2	-	1	-	-	-	3
	1969	1	-	-	-	-	-	1
	1971	3	-	-	-	-	-	3
	1974	1	-	-	2	1	-	4
	1975	2	1	1	4	2	8	17
	1976	1	1	1	6	1	7	17
	1977	-	-	-	2	5	9	12
	1979	4	0	1	5	9	19	32

APPENDIX I (Continued)

Job Level Distribution of Black Employees, Selected State Agencies, and Comparisons, 1965, 1967, 1969, 1971, 1974, 1975, 1976, 1977 and 1979

Agency		Unskilled	Semi-skilled	Skilled	Clerical	Supervisory	Professional	Total Black Employees
Department of Personnel	1979	0	0	1	4	5	5	15
Department of Revenue	1979	1	1	0	7	3	1	13
Department of Tourism	1979	0	2	0	0	2	2	5
Total State	1979	772	385	132	434	645	653	2746
		28.1	12.8	4.8	15.8	23.5	23.8	

APPENDIX II

COMMONWEALTH OF KENTUCKY
SALARY SCHEDULE
(Classified Service)
(Rev. 5-1-79)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
08		415	436	457	480	504	530	556	583	612	643
		4,980	5,232	5,484	5,760	6,048	6,360	6,672	6,996	7,344	7,716
09		436	457	480	504	530	556	583	612	643	676
		5,232	5,484	5,760	6,048	6,360	6,672	6,996	7,344	7,716	8,112
10	457	480	504	530	556	583	612	643	676	710	745
	5,484	5,760	6,048	6,360	6,672	6,996	7,344	7,716	8,112	8,520	8,940
11	480	504	530	556	583	612	643	676	710	745	782
	5,760	6,048	6,360	6,672	6,996	7,344	7,716	8,112	8,520	8,940	9,384
12	530	556	583	612	643	676	710	745	782	821	862
	6,360	6,672	6,996	7,344	7,716	8,112	8,520	8,940	9,384	9,852	10,344
13	583	612	643	676	710	745	782	821	862	906	951
	6,996	7,344	7,716	8,112	8,520	8,940	9,384	9,852	10,344	10,872	11,412
14	643	676	710	745	782	821	862	906	951	998	1,048
	7,716	8,112	8,520	8,940	9,384	9,852	10,344	10,872	11,412	11,976	12,576
15	710	745	782	821	862	906	951	998	1,048	1,100	1,155
	8,520	8,940	9,384	9,852	10,344	10,872	11,412	11,976	12,576	13,200	13,860
16	782	821	862	906	951	998	1,048	1,100	1,155	1,213	1,274
	9,384	9,852	10,344	10,872	11,412	11,976	12,576	13,200	13,860	14,556	15,288
17	862	906	951	998	1,048	1,100	1,155	1,213	1,274	1,338	1,405
	10,344	10,872	11,412	11,976	12,576	13,200	13,860	14,556	15,288	16,056	16,860
18	951	998	1,048	1,100	1,155	1,213	1,274	1,338	1,405	1,475	1,549
	11,412	11,976	12,576	13,200	13,860	14,556	15,288	16,056	16,860	17,700	18,588
19	1,048	1,100	1,155	1,213	1,274	1,338	1,405	1,475	1,549	1,626	1,707
	12,576	13,200	13,860	14,556	15,288	16,056	16,860	17,700	18,588	19,512	20,484
20	1,155	1,213	1,274	1,338	1,405	1,475	1,549	1,626	1,707	1,792	1,882
	13,860	14,556	15,288	16,056	16,860	17,700	18,588	19,512	20,484	21,504	22,584
21	1,274	1,338	1,405	1,475	1,549	1,626	1,707	1,792	1,882	1,976	2,074
	15,288	16,056	16,860	17,700	18,588	19,512	20,484	21,504	22,584	23,712	24,888
22	1,405	1,475	1,549	1,626	1,707	1,792	1,882	1,976	2,074	2,177	2,285
	16,860	17,700	18,588	19,512	20,484	21,504	22,584	23,712	24,888	26,124	27,420
23	1,549	1,626	1,707	1,792	1,882	1,976	2,074	2,177	2,285	2,399	2,518
	18,588	19,512	20,484	21,504	22,584	23,712	24,888	26,124	27,420	28,788	30,216
24	1,707	1,792	1,882	1,976	2,074	2,177	2,285	2,399	2,518	2,644	2,776
	20,484	21,504	22,584	23,712	24,888	26,124	27,420	28,788	30,216	31,728	33,312
25	1,882	1,976	2,074	2,177	2,285	2,399	2,518	2,644	2,776	2,915	
	22,584	23,712	24,888	26,124	27,420	28,788	30,216	31,728	33,312	34,980	
26	2,074	2,177	2,285	2,399	2,518	2,644	2,776	2,915			
	24,888	26,124	27,420	28,788	30,216	31,728	33,312	34,980			
27	2,285	2,399	2,518	2,644	2,776	2,915					
	27,420	28,788	30,216	31,728	33,312	34,980					

APPENDIX III

COMMONWEALTH OF KENTUCKY
SALARY SCHEDULE

For Medical Doctors
KRS 18.220(2)

GRADE	STEP A	STEP B	STEP C
	$ 1,882	$ 1,976	$ 2,074
A	22,584	23,712	24,888
	2,074	2,177	2,285
B	24,888	26,124	27,420
	2,285	2,399	2,458
C	27,420	28,788	29,496
	2,458	2,580	2,709
D	29,496	30,960	32,508
	2,709	2,844	2,987
E	32,508	34,128	35,844
	2,987	3,137	3,294
F	35,844	37,644	39,528
	3,294	3,467	3,640
G	39,528	41,604	43,680
	3,640	3,822	4,013
H	43,680	45,864	48,156
	4,013	4,214	4,425
I	48,156	50,568	53,100
	4,425	4,646	4,878
J	53,100	55,752	58,536
	4,878	5,122	5,378
K	58,536	61,464	64,536
	5,378	5,647	5,929
L	64,536	67,764	71,148

COMMONWEALTH OF KENTUCKY
John Y. Brown, Jr., Governor

COMMISSION ON HUMAN RIGHTS
Chairman
Edmund P. Karem, Louisville

H. Gene Baldridge
Ashland

Karen Burris Baker
Villa Hills

Mrs. Betty Fleischaker
Louisville

Ricardo Sisney
Bowling Green

James E. Gayheart
Pippa Passes

Caldwell Smith, Sr.
Madisonville

Floyd E. Hurley, Jr.
Louisville

John H. Wallace
Louisville

Mrs. Charles C. Jones
Lexington

Mrs. Willis Weatherford
Berea

Galen Martin, Executive Director
Norma J. Hogan, Office Manager
Sylvia Coman, Administrative Assistant
Laken Cosby, Housing Director
Thomas A. Ebendorf, Compliance Director
John J. Johnson, Community Service Director
Charles Walden, Research Director

Under the Kentucky Civil Rights Act of 1966, KRS 344.190 (11), the Commission has the duty "to make studies appropriate to effectuate the purpose and policies of this chapter and to make the results thereof available to the public."

This Commission staff report was prepared by Kyle D. Briley of the Commission staff. D. Jennifer Simpson and Gwen'e L. Haywood of the Commission staff assisted in the preparation of copy and tables.

For information and assistance call, write or visit one of these offices:

MAIN OFFICES:

832 Capital Plaza Tower
Frankfort, Kentucky 40601
Phone: 502/564-3550

Post Office Box 60
701 West Muhammad Ali Boulevard
Louisville, Kentucky 40201
Phone: 502/588-4024

Printed with State funds June, 1980.